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Annual Conference / **Attendee Info** / Add-On Events / Workshops

## Preconference Workshops



### Welcome from Jerilyn Hayward, PhD, SIOP Workshop Chair

The SIOP preconference workshops are an exceptional professional development opportunity conveniently offered the day of the Opening Plenary on Wednesday, April 17, 2024. They offer an opportunity to learn from experts in the field and to network with peers. The workshops focus on trending and critical topics in our field and most provide continuing education credits.

Thank you to the 2023-2024 Workshop Committee.

**Chair:** Jerilyn Hayward, PhD, Otsuka Pharmaceutical Companies-US

- Josh Allen, PhD, Walmart
- Kathy Bittner, PhD, Bittner and Associates
- Donna Kingry, PhD, PDRI by Pearson
- Kelsey Klausning, MS, Hogan Assessments
- Jeffrey Labrador, PhD, I-O Consultant
- Kyle Morgan, PhD, Edison Electric Institute
- Joseph Mroz, AAA-The Auto Club Group
- Carl Persing, PhD, Infoscitex, a DCS Company
- Kevin Reindl, MS, San Diego Gas & Electric
- Courtney Van Overberghe, PhD, SHL

### Questions?

- About the workshop content and presenters, contact the coordinator identified for each workshop.
- About registration and fees, contact [SIOP](#).
- About continuing education, please visit the [Continuing Education page](#).

## Workshops

### ▾ Workshop 1: (De)-Humanizing HR: Navigating the Uses, Risks, and Ethics of Artificial Intelligence

#### Presenters:

- Dr. Cari Miller, CMP, FHC, Founder and Principal, AI Governance & Research, The Center for Inclusive Change
- Dr. Eric Sydel, PhD, Book Author and Co-founder & CEO, Vero AI

Questions? Contact the Program Coordinator: [Kevin Reindl](#), San Diego Gas & Electric

#### Intended Audience:

Intermediate. Solid understanding of human resources practice, including general understanding of the professional guidelines and laws governing the broad range of human resources, for example, recruiting, selection and assessment, bias, compensation, privacy, performance management, and so on. A basic understanding of artificial intelligence and large language models including recent legislation, as well as basic grasp of generative artificial intelligence tools would be beneficial but not required.

#### Abstract:

This workshop explores the benefits and risks of artificial intelligence (AI) across human resources (HR) areas. Discover how to manage risks like bias and privacy, while leveraging the power of responsible AI use. Leave with practical knowledge of how the newest AI tools will continue to transform HR practice.

#### Description:

In this workshop, we will explore the various and newest applications of artificial intelligence (AI), including generative AI tools such as large language models (LLMs), in human resources. The workshop will touch on uses in recruitment, selection and assessment, learning and development, performance management, employee engagement, and retention and attrition. We will discuss the risks and challenges associated with the use of AI, such as bias, privacy, and other legal concerns, as well as explore strategies for mitigating these risks. Additionally, we will delve into the ethical considerations surrounding the use of AI and discuss how organizations can ensure that their AI systems are transparent, accountable, and aligned with values. We also will discuss how AI can be leveraged to evolve the field of I-O psychology itself. Through interactive discussions and case studies, participants will leave with a deeper understanding of how AI can be used effectively in HR while avoiding unintended consequences.

### Learning Objectives:

1. Explain the fundamental concepts of and the historical differences between the scientific method and data science, and how these impact the acceptance and use of AI.
2. Describe the basic concept of generative artificial intelligence, including the core principles of machine learning, neural networks, and the role of large language models in HR.
3. Assess and mitigate at least 3 potential risks associated with AI in HR, including algorithmic bias, data privacy concerns, and legal compliance issues.
4. Describe the human/psychological/ethical considerations in AI implementation as they relate to (a) fairness, (b) transparency, and (c) accountability. Be able to apply these principles to ensure AI systems align with organizational values in HR settings.
5. Identify and explain at least three specific applications of AI in HR, such as using large language models for resume screening, chatbots for employee support, and predictive analytics for retention.

### Presenter Biographies:



**Cari Miller, PhD, Founder & Lead Researcher, Center for Inclusive Change, and Founder, Ethical AI Institute**

#### Background:

Miller is a subject matter expert in AI risk management and organizational AI governance practices, a certified change manager, and an experienced corporate strategist. Miller delivers AI training programs, AI procurement guidance, AI audit and assessment advisory services, and AI policy analysis. Throughout her career, she has worked with some of the largest brands in the world to successfully plan and implement complex business model shifts, system implementations, data science projects, process overhauls, product launches, organizational design and compensation alignments, and cultural improvement initiatives positively impacting thousands of employees, clients, supply-chain partners, and shareholders. Miller serves on the board of For Humanity, an international nonprofit developing AI audit criteria for high-risk AI systems and is the vice chair of the IEEE working group developing international AI Procurement standards. She is also an active committee member of the IEEE AI Policy Committee.

#### Education:

- MBA in Marketing, University of Maryland
- Doctorate in Business Administration, Wilmington University, with a deep research background in AI risk mitigation related to HR tech, EdTech, and AI procurement



**Eric Sydel, PhD, Book Author and Cofounder & CEO, Vero AI**

#### Background:

Vero AI is a firm dedicated to understanding and harnessing the power of AI and all algorithms for the benefit of human society. Sydel is an I-O psychologist, entrepreneur, and consultant with more than 2 decades of experience working in the recruiting technology and staffing industries. An expert in AI, machine and deep learning, psychometrics, and their practical application in hiring, Sydel regularly writes and speaks on these topics, both in the media and at academic and industry conferences worldwide. He is the coauthor of the book, *Decoding Talent: How AI and Big Data Can Solve Your Company's People Puzzle*, from the Fast Company Press. He has been quoted in *Fast Company*, *USA Today*, *Yahoo Finance*, *VentureBeat*, *Silicon Republic*, and many other outlets.

#### Education:

- PhD, I-O Psychology, University of Akron
- BA, Psychology, James Madison University

- Workshop 2: Launching Selection and Development Assessments: Fail Here, Succeed Later
- Workshop 3: Beyond the Buzzwords: Neurodiversity Inclusion and Better Work for All
- Workshop 4: Managing Performance Management: A Practical Approach for Optimization
- Workshop 5: Empowering People Analytics: Building a Meaningful Function From the Ground Up
- Workshop 6: How Leaders Create Agility Is Different Than You Think
- Workshop 7: Skills Revolution: Understanding the Why, What, and How
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- Workshop 9: Navigating the Complex Needs of Workers: The Role of Leaders in Worker Mental Health and Well-Being
- Workshop 10: Advanced Topics in 360 Feedback: Internal and External Perspectives

### Society for Industrial and Organizational Psychology

470 W. Broad St. #1164,  
Columbus, OH 43215

✉ Email: [sio@siop.org](mailto:sio@siop.org)

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### Questions?

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## Workshops

- Workshop 1: (De)-Humanizing HR: Navigating the Uses, Risks, and Ethics of Artificial Intelligence
- ▾ Workshop 2: Launching Selection and Development Assessments: Fail Here, Succeed Later

### Presenters:

- Dr. Krystyn Ramdial, PhD, Director, Global Section & Assessment and Global Talent Management, Procter & Gamble
- Dr. Megan Leasher, PhD, Director, Strategic Talent Leader, Cincinnati Children's Hospital and Medical Center
- Dr. Daniele Bologna, PhD, HR Senior Director, Procter & Gamble

Questions? Contact the Program Coordinator: [Kyle Morgan](#), Edison Electric Institute

### Intended Audience:

Intermediate. Solid understanding of the basic concepts covered in this learning program is assumed and may not be discussed or only discussed briefly in this learning program. Intended for someone with some experience in this content area.

### Abstract:

This workshop will guide participants through the strategic journey of preparing for and launching selection and development assessments. We will build on participants' fundamental knowledge by simulating real-world scenarios and providing opportunities for practicing elements of design, implementation, and change management.

### Description:

Done well, assessments add immense value to almost any organization, but done poorly, assessments can systematically build in processes detrimental to an organization's talent strategy. This workshop will practically walk participants through the strategic journey of building and launching selection and developmental assessments. Partnering with other participants, attendees will deploy a new assessment, from idea conception to program launch. Expert and highly experienced presenters will coach and guide participants through this process, while helping identify best practices and key watch outs, through a hands-on working session. Most of the session will either be the practical application of the assessment deployment process or facilitated group discussion on key content areas such as test selection, job analysis strategy, validation, adverse impact, managing and prepping HR and leadership, legal risk mitigation, launch/deployment, and stakeholder management. This will prepare participants to build and deploy assessments in their own organizations.

### Learning Objectives:

1. Design a strategy for an assessment testing program.
2. Apply five implementation steps for a successful launch of selection and/or development assessment tests.
3. Identify three key factors to consider when securing stakeholder buy-in for assessment use in selection and/or development.
4. Outline the criteria for HR professionals and I-O psychologists to use in change management initiatives for launching assessment tests.

### Presenter Biographies:



**Krystyn Ramdial, PhD, Director, Global Talent Acquisition and Global Talent Management, Procter & Gamble**

#### Background:

Ramdial currently owns the global selection strategy, including principles, processes and capability for CVs, assessments, and interviews; the global talent acquisition strategy for manufacturing technicians, including employer branding, operations, selection, and delivery; and various global talent management projects in areas related to manager enablement, work/growth plan analytics, and talent management capability for employees and HR. Krystyn has previous research and work experience in leadership and development, team cohesion, engagement surveys and action planning, technology-enabled selection, and cross-cultural/global contexts.

#### Education:

- MS, I-O Psychology, University of Central Florida
- PhD, I-O Psychology, University of Central Florida



**Meagan Leasher, PhD, Director, Strategic Talent Leader, Cincinnati Children's Hospital and Medical Center & SIOP Fellow**

#### Background:

Leasher is an award-winning I-O psychologist who is passionate about helping individuals and organizations become their best selves. As a thought leader in talent management, people strategy, and the design of talent solutions, she helps teams and organizations thrive. She has served as a chief officer for Talent Plus, an HR consulting firm, led talent development for Bon Secours Mercy Health, an international health system, as well as established and led the people science practice for Macy's Inc. Leasher is a Forbes contributor, executive coach, and avid speaker, presenting at national conferences, corporate and nonprofit events, universities and podcast guesting. She has led research initiatives for the Cincinnati USA Regional Chamber and Women in the Marketplace, a ministry for working women. Leasher's honors include being named one of HR's Rising Stars by *Human Resource Executive Magazine*, The 10 Most Influential Leaders in HR by *Insights Success Magazine*, and Cincinnati's Forty Under 40.

#### Education:

- PhD, I-O Psychology, Wright State University
- BA, Psychology/Sociology, Kent State University



**Daniele A. Bologna, PhD, HR Senior Director, Research & Development, Procter & Gamble**

#### Background:

In his current role, Bologna has overseen the deployment of various assessments for 1.5 million candidates annually over roughly 6 years. In this role, he owned the psychometric and general health of current selection systems as well as led ongoing innovative projects in testing and assessments. Bologna previously worked in Global Talent Management at P&G in areas such as succession planning, potential, annual survey, internal staffing, exit survey, and other unique talent management projects. Prior to P&G, Bologna has worked in both external and internal roles in areas such as personnel selection, performance appraisal, consensus surveys, strategic planning, and management/leadership development.

#### Education:

- PhD, Psychology, University of Cincinnati
- MA, Psychology/Sociology, Xavier University

- Workshop 3: Beyond the Buzzwords: Neurodiversity Inclusion and Better Work for All
- Workshop 4: Managing Performance Management: A Practical Approach for Optimization
- Workshop 5: Empowering People Analytics: Building a Meaningful Function From the Ground Up
- Workshop 6: How Leaders Create Agility Is Different Than You Think
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- Workshop 2: Launching Selection and Development Assessments: Fail Here, Succeed Later
- ▾ Workshop 3: Beyond the Buzzwords: Neurodiversity Inclusion and Better Work for All

### Presenters:

- Dr. Ludmilla Praslova, PhD, Book Author and Professor, Vanguard University of Southern California
- Kelsie L. Colley, MS ABD, People Research Consultant, ZOOM
- Dr. Kristin Sanderson Allen, PhD, Associate Director, SHL

Questions? Contact the Program Coordinator: [Josh Allen](#), Walmart

### Intended Audience:

Introductory. Little knowledge of the basic concepts covered in this learning program. Intended for someone new to the area with little to no background experience in the content area.

### Abstract:

Despite productivity and innovation associated with employing different kinds of minds, neurodivergent talent is misunderstood and often excluded. Experts with academic, applied, and lived experience will clarify key neurodiversity terms, dispel myths, and outline best neuroinclusive talent and organizational practices.



Participants will develop actionable takeaways applicable to many professional roles.

## Description:

An esteemed panel of experts, comprising both neurodivergent and neurotypical academics, applied researchers, and consultants, will explore the multifaceted realm of neurodiversity. This comprehensive workshop will encompass the following key areas:

- Terminology and Myth Busting: Demystifying the language of neurodiversity and debunking common misconceptions, paving the way for a more inclusive approach.
- Best Practices for Recruitment and Selection: Unveiling the most effective and equitable methods for neuroinclusive hiring and supporting neurodivergent candidates.
- Promoting Neurodivergent Success: Providing insights into inclusive strategies that empower neurodivergent individuals to thrive in various workplace settings.

These strategies will cover critical aspects such as performance management, communication, fostering employee resource groups (ERGs), addressing workplace bullying and harassment, and building neuroinclusive cultures. The workshop's thoughtfully designed activities will help participants develop actionable takeaways applicable to many professional roles and will enrich your understanding of neurodiversity and equip you with the tools to create more inclusive and supportive workplaces.

## Learning Objectives:

1. Describe two conflicting approaches that shaped the language of neurodiversity and recognize 10 common misuses and misconceptions from the perspective of neurodivergent communities.
2. Identify three ways to increase neuroinclusive applicant attraction and five ways to support neurodivergent candidates during the selection process.
3. Describe five inclusive strategies that empower neurodivergent individuals to thrive in various workplace settings.
4. Identify five types of KPIs and three types of goal metrics that can hurt or harm neuroinclusion and neurodivergent success.
5. Explain typical barriers to conducting research in this area as well as lesson learned and future opportunities.

## Presenter Biographies:



**Ludmila N. Praslova, PhD, SHRM-SCP, Book Author and Professor of Graduate I-O Psychology and Accreditation Liaison Officer, Vanguard University of Southern California**

### Background:

Praslova is the author of the book, *The Canary Code: A Guide to Neurodiversity, Dignity, and Intersectional Belonging at Work* (Berrett-Koehler Publishers, April 2024). She is a global inclusive talent strategy expert with extensive experience in global diversity and neurodiversity. Her current consulting is focused on creating organizational systems for inclusion and well-being, and providing neuroinclusion training and support to organizations such as Amazon, Bank of America, IBM, MIT, and Affinity Health. Praslova also serves as the editor of the upcoming book, *Evidence-Based Organizational Practices for Diversity, Inclusion, Belonging and Equity* (late 2023, Cambridge Scholars) and the special issue of the *Consulting Psychology Journal: Practice and Research*, "Disability inclusion in the workplace: From "accommodation" to inclusive organizational design." She regularly writes for *Harvard Business Review (HBR)*, *Fast Company*, *Psychology Today*, and a SHRM blog. She is the first person to have published in *HBR* from an autistic perspective.

### Education:

- PhD, I-O Psychology, University of Akron



**Kelsie L. Colley, MS, ABD, People Research Consultant, ZOOM**

### Background:

Colley is the global lead of Neurodiversity at Zoom Affinity Group. She is on a relentless quest to bring the scientist-practitioner model to life. Colley leverages her passion for research, advising, and inclusive practices to empower organizations through data-driven decision making, DEI, employee listening, people analytics, and leadership consulting. She has authored peer-reviewed papers, book chapters, and white papers in various fields, from selection and game-based cognitive ability testing to autism, DEI, and data analysis. As an autistic professional with ADHD, Colley knows that representation and employee voice are catalysts for success. Her PhD research delves into the intricate connections between technology, strategy, culture, and diversity, equity, and inclusion, all with the aim of translating research into actionable practices that support employee flourishing.

### Education:

- ABD, I-O Psychology, Colorado State University
- MS, I-O Psychology, Colorado State University
- BS, Psychology, Grand Valley State University



**Kristin Allen, PhD, Associate Director, Science Team, SHL, and SIOP Scholar**

### Background:

With more than 13 years of experience in talent assessment, Allen leads a team of scientists who develop, validate, and maintain psychometric assessments. She also leads a global research program through the SHL Labs' Inclusive Assessment Research Program, which is focused on defining evidence-based best practices for assessing neurodiverse talent. This research team collaborates with both academic research partners and client partner organizations to explore how neurodiverse individuals experience a range of assessments in terms of both performance and reactions. These joint research teams embed the perspective of the neurodivergent community in all aspects of designing studies, collecting data, analyzing results, and suggesting best practices in talent assessment related to assessment content, design, and technology.

### Education:

- PhD, I-O Psychology, Florida International University
- MA, I-O Psychology, East Carolina University

- Workshop 4: Managing Performance Management: A Practical Approach for Optimization
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- Kevin Reindl, MS, San Diego Gas & Electric
- Courtney Van Overberghe, PhD, SHL

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- Workshop 3: Beyond the Buzzwords: Neurodiversity Inclusion and Better Work for All
- ▾ Workshop 4: Managing Performance Management: A Practical Approach for Optimization

### Presenters:

- Dr. Doug Bryant, EdD, Vice President, Talent Management, Sonic Automotive
- Dr. Erica Desrosiers, PhD, Chief Talent Officer, Acadia Healthcare
- Dr. David Futrell, PhD, Consultant

Questions, Contact the Program Coordinator: [Courtney Van Overberghe, SHL](#)

### Intended Audience:

Intermediate. Solid understanding of the basic concepts covered in this learning program is assumed and may not be discussed or only discussed briefly in this learning program. Intended for someone with some experience in this content area.

### Abstract:

Despite years of research, organizations remain dissatisfied with performance management. In this workshop, we will use previous research to identify ways to improve. We will discuss PM system's purpose and then provide guidance for goal setting, performance and development feedback, evaluation, and connecting ratings with rewards.

### Description:

Companies are overwhelmingly dissatisfied with their performance management systems, routinely changing them, altering the number of anchors on the rating scale, evaluation frequency, rating distribution guidance, the linkage between ratings and rewards, and other aspects that generate complaints from employees and leaders. Some companies abandon performance ratings altogether only to return to them a few years later. Over time, the system becomes a collection of incompatible processes that have been cobbled together to achieve goals that are also incompatible. These changes seldom result in any substantial improvement, so companies change their method every 3-4 years in a vain search for the secret recipe that will produce a useful PM system. The purpose of this workshop will be to help participants clarify the *purpose* of their PM systems, identify the critical trade-offs, and provide practical guidance for optimizing a PM system to achieve the most important goals for their organizations.

### Learning Objectives:

1. Analyze three performance management constructs, such as setting SMART objectives, differentiating between high and low performance, and the practice of providing constructive feedback to staff. And be able to state the benefit of each.
2. Design one or more performance management tools such as a performance review form, a goal-setting template, or another data-driven tool for tracking employee productivity.
3. Describe how to respectfully provide constructive, specific, and actionable feedback in two or more of the following scenarios: one-on-one performance reviews, providing continuous feedback, and handling difficult conversations.
4. Explain how to use performance data for making informed decisions for one or more of three scenarios: promotions, transitions, or terminations.
5. Design and implement a process necessary to assist low-performing employees constructively, including establishing performance improvement plans and differentiating between performance and conduct issues within the framework of the legal and professional guidelines.

### Presenter Biographies:



#### **Doug Bryant, EdD, Vice President, Talent Management-Training and Recruiting, Sonic Automotive**

##### **Background:**

Bryant is an accomplished talent management, training, and recruiting expert, bringing more than 25 years of strategic experience across a variety of industries. Areas of focus include strategy, organizational design, talent management, leadership development, organizational change, and learning and development. He is a member of several associations including the American Psychological Association, American Society for Training and Development, and the National Society for Performance and Instruction. Dr. Bryant was responsible for Organizational Effectiveness for Transportation Systems for Honeywell in Switzerland. His focus included talent

development, organizational design, succession planning and team effectiveness.

##### **Education:**

- PhD, Education w HR Development Specialty, George Washington University
- MS, Instructional Technology, Rochester Institute of Technology
- BA, Management, Purdue University



#### **Erica Desrosiers, PhD, Chief Talent Officer, Acadia Healthcare**

##### **Background:**

Desrosiers and her team drive efforts at Acadia to ensure they continuously attract, develop, and retain the best, most engaged workforce. Prior to joining Acadia Healthcare, Desrosiers was chief talent officer for Otsuka America Pharmaceutical, where she was responsible for creating and executing talent strategies that supported the most critical business priorities. She focused on advancing the depth and diversity of the talent pipeline and identifying and developing emerging talent for the organization. Previously, she worked at

Johnson & Johnson, Walmart, PepsiCo, and SHL. She is a frequent contributor to SIOP, having presented many times at the annual conference and LEC, including a prior workshop on talent management.

##### **Education:**

- PhD, I-O Psychology, Purdue University
- MS, I-O Psychology, Purdue University
- BA, Psychology, Criminal Justice, University of Albany, SUNY



#### **David Futrell, PhD, Consultant**

##### **Background:**

Before becoming a consultant, Futrell was the senior director of Organization Performance at Walmart, where he led the assessment strategy for all nonexecutive positions. In 2021, Futrell redesigned and implemented a new performance management system and led the performance team until 2023. The teams he led at Walmart have won several SIOP awards, including the 2022 Scott Myers Award

(*Walmart Store Manager Leadership Assessment*), the 2021 SIOP/SHRM HRM Impact Award (*Retail Associate Assessment*), and the SIOP Machine Learning Competition (2018 and 2019). Previously, Futrell was a workforce research advisor at Eli Lilly and Company. He also served as adjunct faculty at Butler University teaching organizational behavior and statistics in the MBA program. He has been a frequent presenter at the annual conference, including a 2009 workshop and a 2012 master tutorial.

##### **Education:**

- PhD, I-O Psychology, University of Tennessee at Knoxville
- BS, Psychology, Murray State University

- Workshop 5: Empowering People Analytics: Building a Meaningful Function From the Ground Up
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- Workshop 5: Empowering People Analytics: Building a Meaningful Function From the Ground Up

**Note:** This workshop will not be offering continuing education credits for psychologists or human resource professionals.

### Presenters:

- Dr. Lilia Hayrapetyan, PhD, Global Head of People Analytics & Insights, Citi
- Dr. Leah Wolfeld, PhD, Sr Vice President, Culture Metrics and Analytics, Citi
- Dr. Alexis Fink, PhD, Vice President of People Analytics, Metra

Questions? Contact the Program Coordinator: [Carl Persing](#), Infoscitex, a DCS Company

### Intended Audience:

Introductory. Little knowledge of the basic concepts covered in this learning program. Intended for someone new to the area with little to no background experience in the content area.

## Abstract:

This interactive and discussion-based workshop is designed for I-Os, HR professionals, business leaders, and data scientists interested in establishing or expanding a people analytics function in their organization. Create a value proposition, hone consulting skills, identify barriers, and differentiate between the products and services you can offer.

## Description:

People analytics is a data-driven approach to managing and optimizing people decisions, and it has become increasingly essential for organizations to stay competitive in today's fast-paced business environment. Convincing others of this and building a people analytics function from scratch, however, are no small feats. This session focuses on a potent mix of real-world skills: diagnosing the organization's current state, identifying and gaining buy-in from stakeholders, deepening knowledge of data and technology, and delivering value through data analysis to best serve the client. I-O psychologists are trained to uncover evidence-based insights for critical decisions about an organization's people—this session is designed to show people where to start.

## Learning Objectives:

N/A

## Presenter Biographies:



### Lilia Hayrapetyan, PhD, Global Head of People Analytics & Insights, Citi

#### Background:

In her current position at Citi, Hayrapetyan shapes the strategy, design, and delivery of insights across all aspects of human capital data, including employee engagement, the organization's cultural transformation, automation driven by advanced analytics, and deployment of AI for HR. Before joining Citi, she held various roles in talent management, succession planning, performance management and engagement practices at various organizations, including Pfizer and PepsiCo. Her earlier experiences include consulting with Mercer and Oliver Wyman, where she advised organizations on engagement surveys, conducted cultural assessments of organizations in preparation for mergers, and developed assessments. Her dissertation at CUNY focused on employees' environmentally sustainable behaviors in and out of organizations and across cultures. Environmental sustainability and the role of I-O psychology in promoting it in organizations continue to be a passion of hers that she strives to integrate into her daily life.

#### Education:

- PhD, I-O Psychology, Graduate Center at City University of New York (CUNY)
- MS, I-O Psychology, Graduate Center at City University of New York (CUNY)



### Leah Wolfeld, PhD, Culture Metrics & Analytics, People Analytics, Citi

#### Background:

In her current position at Citi, Wolfeld measures the impact of culture change initiatives, ranging from those that are targeted to certain areas of the bank to those addressing Citi-wide culture shifts. She designs Citi-wide measurement tools, links the data to critical business metrics, and interprets the findings and implications for Citi leadership. Before joining Citi, Wolfeld worked on Booz Allen Hamilton's internal Executive Talent Management team, where she analyzed data in support of data-driven talent management decisions for the firm's partners and VPs. Prior to Booz Allen, she worked at the McChrystal Group, where she created leadership development programs for external clients and contributed to thought leadership through publishing and speaking at conferences about the future of leadership. Leah holds a doctorate and an MS in Industrial Organizational Psychology with a concentration in International I-O from Florida Institute of Technology and is also a certified coach.

#### Education:

- PhD, I-O Psychology, Florida Institute of Technology
- MS, I-O Psychology, with concentration on international I-O Psychology, Florida Institute of Technology (includes a 5-month study abroad program at the University of Valencia).
- Certified Professional Co-Active Coach (CPCC)
- Certified Team Coach



### Alexis A. Fink, PhD, Metra

#### Background:

Fink has spent 2 decades leading Talent Analytics, Talent Management, and large-scale organizational change teams at leading global organizations, including Meta (Facebook), Intel, and Microsoft. In her practice, she had addressed leadership assessment and succession planning, sophisticated internal research projects, management development, culture and employee value proposition, employee surveys, acquisition integration, process improvement, strategic workforce planning, people analytics data and tooling solutions, and major IT implementations. Across multiple organizations and domain spaces, Fink has brought a powerful focus on driving efficiency, effectiveness, and impact, working integratively with other disciplines to achieve business results. An effective and experienced global organizational leader herself, she has been able to practice what she preaches, building high performance organizations that incorporate professionals from widely diverse backgrounds. She is the incoming president-elect for SIOP, a SIOP Fellow, and the recipient of the 2019 SIOP Distinguished Service Award. She has served as chair of technical conferences and professional consortia. In addition to being a leading practitioner, she has approximately 100 publications and professional presentations.

#### Education:

- PhD, I-O Psychology, Old Dominion University
- MS, I-O Psychology, Old Dominion University
- BA, Psychology, DePauw University

- ▶ Workshop 6: How Leaders Create Agility Is Different Than You Think
- ▶ Workshop 7: Skills Revolution: Understanding the Why, What, and How
- ▶ Workshop 8: Leveraging the Science of Leadership Potential for Talent Management in Global Organizations
- ▶ Workshop 9: Navigating the Complex Needs of Workers: The Role of Leaders in Worker Mental Health and Well-Being
- ▶ Workshop 10: Advanced Topics in 360 Feedback: Internal and External Perspectives

## Preconference Workshops



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- Kelsey Klausung, MS, Hogan Assessments
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- Joseph Mroz, AAA-The Auto Club Group
- Carl Persing, PhD, Infoscitex, a DCS Company
- Kevin Reindl, MS, San Diego Gas & Electric
- Courtney Van Overberghe, PhD, SHL

### Questions?

- About the workshop content and presenters, contact the coordinator identified for each workshop.
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- Workshop 1: (De)-Humanizing HR: Navigating the Uses, Risks, and Ethics of Artificial Intelligence
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- Workshop 5: Empowering People Analytics: Building a Meaningful Function From the Ground Up
- ▼ Workshop 6: How Leaders Create Agility Is Different Than You Think

### Presenters:

- Dr. Elaine D. Pulakos, PhD, Chief Executive Officer, PDRI by Pearson
- Dr. Elizabeth Lentz, PhD, Managing Consultant, PDRI by Pearson
- Dr. Jeff McHenry, PhD, Principal & Founding, Rainier Leadership Solutions

Questions? Contact the Program Coordinator: [Joseph E. Mroz](#), AAA-Auto Club Group.

### Intended Audience:

Introductory. Little knowledge of the basic concepts covered in this learning program. Intended for someone new to the area with little to no background



experience in the content area.

### Abstract:

The work environment is filled with more disruption than ever. This workshop will share research based on hundreds of companies and practical tips for how to create agile organizations. Paradoxically, the most successful leaders counterbalance the chaos and complexity of disruptive change with practices that foster simplicity, clarity, and focus.

### Description:

For many years—between rapidly emerging opportunities and unexpected crises—organizations have been experiencing disruption. Even before the global pandemic, we were living in a time of true exponential change. Some describe the work environment as the most volatile it has ever been. Based on hundreds of global companies immersed in disruptive change, new research offers important insights for how to manage major disruption to business as usual. Paradoxically, the answer lies in counterbalancing the chaos and complexity of disruptive change with practices that foster simplicity, clarity, and focus. This workshop will share the surprising mindsets and strategies that enable people to perform at their best through disruption—and create an exceptional work experience for employees.

### Learning Objectives:

1. Discuss three evidence-based practices to enable organizational agility and resilience.
2. Prepare leaders to create organizational agility and resilience by developing a plan using real-world examples and stories.
3. Identify simple and practical tips that are essential for managing through disruptive change.
4. Illustrate a strategy to enable organizational agility and resilience including tips for leaders.

### Presenter Biographies:



#### **Elaine Pulakos, PhD, Chief Executive Officer, PDRI by Pearson**

*SIOP Fellow and former SIOP President*

##### **Background:**

Pulakos is an expert in building organizational and team capabilities that translate into business growth. She is well known for her research and writing on agility and resilience and has extensive global experience helping companies build these capabilities to increase their competitive advantage and performance. Pulakos has authored numerous articles, book chapters, and five books, as well as three best-practice volumes for the Society for Human Resources Management (SHRM). She has received numerous awards, including the SIOP Professional Contributions Award and is a two-time winner of the M. Scott Myers Award for Applied Research in the Workplace, among others. She is a SIOP Fellow and a Fellow of the American Psychological Association. She was SIOP President in 1998-99.

##### **Education:**

- PhD, I-O Psychology, Michigan State University
- MA, I-O Psychology, Michigan State University
- BA, Psychology and Business Administration, Penn State University



#### **Elizabeth Lentz, PhD, Head of Agility Research and Products, PDRI by Pearson**

##### **Background:**

Lentz has more than 20 years of experience developing, implementing, and evaluating innovative talent management solutions for a variety of commercial and government organizations globally. Her broad areas of expertise include leadership and organizational development, performance management, talent management, and training solutions. Her research has appeared in refereed journals, in book chapters, in numerous technical reports, and presented at professional conferences and military consortia. Elizabeth holds a PhD in Industrial/Organizational Psychology, with a minor in Management, from the University of South Florida.

##### **Education:**

- PhD, I-O Psychology, University of South Florida



#### **Jeff McHenry, PhD, Principal & Founder, Rainier Leadership Solutions**

*SIOP Fellow and former SIOP President*

##### **Background:**

McHenry helps clients achieve better business results through leadership and organizational development. His areas of expertise include executive assessment, coaching and developing senior leaders, high-potential development, talent management, succession planning, business-driven transformational change, and establishing a healthy and productive organizational climate. Prior to founding RLS, McHenry spent 18 years at Microsoft, where he served as general manager for Leadership Development and Recruiting, with responsibility for talent management, leadership and high potential development, organizational development, and executive recruiting. During that period, Microsoft won several prestigious awards, including a 2011 Top 20 Companies for Leadership award from the Hay Group, a 2011 Best Practice Award from the European Foundation for Management Development, and a 2010 Action Learning Organization Award from the World Institute for Action Learning. McHenry is a SIOP Fellow and served as SIOP President in 2006-07.

##### **Education:**

- PhD, Psychology, University of Minnesota

- Workshop 7: Skills Revolution: Understanding the Why, What, and How
- Workshop 8: Leveraging the Science of Leadership Potential for Talent Management in Global Organizations
- Workshop 9: Navigating the Complex Needs of Workers: The Role of Leaders in Worker Mental Health and Well-Being
- Workshop 10: Advanced Topics in 360 Feedback: Internal and External Perspectives

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- Kevin Reindl, MS, San Diego Gas & Electric
- Courtney Van Overberghe, PhD, SHL

### Questions?

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- Workshop 6: How Leaders Create Agility Is Different Than You Think
- Workshop 7: Skills Revolution: Understanding the Why, What, and How

**Note:** This workshop will not be offering continuing education credits for psychologists.

### Presenters:

- Dr. Sara Gutierrez, PhD, Chief Science Officer, SHL
- Dr. Tiffany Poepelman, MS, Director, Career Development, LinkedIn

Questions? Contact the Program Coordinator: [Kelsey Klausing](#), Hogan Assessments

## Intended Audience:

Intermediate. Solid understanding of the basic concepts covered in this learning program is assumed and may not be discussed or only discussed briefly in this learning program. Intended for someone with some experience in this content area.

## Abstract:

This session aims to provide practical steps and recommendations for building a skills strategy and implementing it within an organization. Attendees will learn about best practices and critical steps to gain stakeholder alignment, conduct skills identification, and consider technology impacts. Attendees will participate in interactive quizzes and exercises to better understand the concept of skills and how to implement a skills strategy.

## Description:

This workshop is focused on building and implementing a skills-based strategy within an organization. Attendees will learn about the importance of skills in today's rapidly changing workforce, including the impact of AI and technological advancements. The workshop will cover critical steps to gain stakeholder alignment, conduct skills identification, and consider technology options. Participants will learn how to define a skills strategy aligned with organizational goals, such as selection, development, and succession. The workshop will also cover methods for identifying and acquiring skills, including job analysis and needs analysis, and techniques to measure and assess the presence and levels of skills within candidates and employees. By attending this workshop, participants will gain valuable insights and practical skills to build and implement a successful skills strategy within their organization, ultimately helping them to stay competitive in the Talent/HR community.

## Learning Objectives:

1. Articulate the importance of the Skills Revolution and its relevance in today's rapidly changing global workforce, particularly considering AI and technological advancements.
2. Identify at least three primary forces and stakeholder groups pushing for a skills-first approach across the talent lifecycle.
3. Define a skills strategy aligned to various organizational goals (e.g., selection, development, succession, etc.)
4. Explain how a skills-first strategy can empower global diversity initiatives and break down traditional barriers such as degree requirements in talent acquisition.
5. Describe how to identify and acquire skills, including the application of I-O principles like job analysis and needs analysis.
6. Describe up to two techniques to measure and assess the presence and levels of skills within candidates and employees.
7. Identify up to two technology options and considerations for implementing skills-based strategies within an organization.

## Presenter Biographies:



### Sara Gutierrez, PhD, Chief Science Officer, SHL

#### Background:

In her current position at SHL, Gutierrez focuses on leading 300 people-scientists involved in deploying deep science and advanced AI to develop industry-best tools for all people answers. She is a seasoned professional with almost 2 decades of experience in the employment testing industry. She joined SHL in 2005, where her work has spanned the design and delivery of traditional psychometric as well as AI-based assessments. Most recently, her research has been dedicated to the intersection of testing and technology in organizations, and the opportunities our growing technological capabilities provide toward driving innovation into assessment design and measurement. Within her role at SHL, she has placed a renewed focus on understanding and analyzing DEI, bias, and upward mobility and exploring the role skill-based strategies may play in providing more fair and equitable opportunities for all. She has published many papers within scientific journals, authored multiple book chapters, and contributed to several path breaking innovations at SHL.

#### Education:

- PhD, Assessment & Measurement, James Madison University
- MA, I-O Psychology, George Mason University



### Tiffany Poeppelman, MS, Director of Career Development, LinkedIn

#### Background:

In her current position at LinkedIn, Poeppelman leads the Center of Excellence which designs the company's skills-based Talent Architecture strategy and career development programming to enable learning, mobility, and upward growth across 20k employees globally. With more than 13 years of experience working in talent development at some of the most disruptive companies in tech, she applies emerging and classic talent management and career development approaches that drive the foundations of a talent strategy. Poeppelman serves on the SIOP Executive Board as Membership Services Officer and is a professional speaker to global audiences.

#### Education:

- MS, I-O Psychology, Northern Kentucky University
- BA, Psychology, Bowling Green State University

- Workshop 8: Leveraging the Science of Leadership Potential for Talent Management in Global Organizations
- Workshop 9: Navigating the Complex Needs of Workers: The Role of Leaders in Worker Mental Health and Well-Being
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- Courtney Van Overberghe, PhD, SHL

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- Workshop 6: How Leaders Create Agility Is Different Than You Think
- Workshop 7: Skills Revolution: Understanding the Why, What, and How
- Workshop 8: Leveraging the Science of Leadership Potential for Talent Management in Global Organizations

### Presenters:

- Dr. Allen H. Church, PhD, Co-Founder & Managing Partner, Maestro Consulting
- Dr. Janine Wacławski, PhD, Co-Founder & Managing Partner, Maestro Consulting
- Dr. Amanda Tomkoria, PhD, Head of Global Talent Practices, Nike, Inc.

Questions? Contact the Program Coordinator: [Jeffrey Labrador](#), I-O Psychology Consultant

## Intended Audience:

Intermediate. Intended for someone with some knowledge of talent management or related practices in I-O but not for full-time current talent management leaders unless they are newer to role.

## Abstract:

Leadership potential plays a pivotal role in both the present and future success of global organizations. The speakers will guide interactive discussions geared toward distinguishing between various types of leadership potential, optimizing, and building capability with line and HR clients on the use of assessments in talent reviews, development, and succession planning. Real-world success stories and case examples in major corporations (e.g., PepsiCo, Nike, and others) will be discussed along with actionable strategies for strengthening the leadership pipeline.

## Description:

This workshop will explore the important role that leadership potential plays in the talent identification, planning, review, and C-Suite succession processes in *Fortune* 100 global organizations. The session will focus on how to design and deliver integrated high impact assessment and development programs to effectively influence senior line clients and HR business partners to leverage the science of potential for C-suite and senior-level decision making. Concepts such as the difference between "designated potential" and "assessed potential" will be discussed, as well as key communication strategies for creating support and pull from "the field" for data-based insights on key talent. By examining real-world examples and insights leveraging both deep TM specialist and CHRO experiences, attendees will gain practical insights into implementing successful talent assessment programs for strengthening their leadership succession pipeline. Through a combination of informative presentations, interactive exercises, and thought-provoking discussions, participants will leave with practical tools and strategies to identify and develop exceptional leaders as well as influence their internal senior stakeholders to take advantage of the science of assessment and data-based insights in their organizations.

## Learning Objectives:

1. Describe how to design and deliver integrated high-impact assessment tools and delivery models to enhance talent management and development programs.
2. Describe up to two different types of assessments (pros/cons) when identifying leadership potential and which ones work in practice.
3. Describe how to use assessment insights to influence talent planning and decision making to enhance your organization's leadership pipeline.
4. Prepare a template for development action plans to enhance your organization's leadership pipeline.
5. Describe three ways to influence key stakeholders (C-suite leaders, HR leaders, line managers) on the role that assessments play in talent management and how to leverage them.

## Presenter Biographies:



**Allan H. Church, PhD, Cofounder & Managing Partner, Maestro Consulting, LLC.**

*SIOP Fellow and Former SIOP Membership Services Officer*

### Background:

A widely recognized thought leader in the fields of talent management, I-O psychology, and organization development, Church has more than 30 years of experience in global corporate executive positions and external consulting. He is adjunct full professor at Columbia University's Teachers College, where he teaches strategic talent management. Prior to cofounding Maestro, Church spent 21 years at PepsiCo, most recently as senior vice president of Global Talent Management, where he was responsible for setting the enterprise talent and leadership development strategy. Prior to PepsiCo, he spent more than a decade working at W. Warner Burke and IBM. He served as Membership Services Officer on the SIOP Executive Board from 2018-2021. He was awarded the 2018 SIOP Distinguished Professional Contributions Award. He is a SIOP Fellow and a Fellow of the American Psychological Association, the Association for Psychological Science, and Society of CP. He has authored seven books, 50 book chapters, and more than 190 practitioner and scholarly articles.

### Education:

- PhD, I-O Psychology, Columbia University
- MA, I-O Psychology, Columbia University
- MPhil, Columbia University
- BA, Psychology & Sociology, Connecticut College



**Janine Wacławski, PhD, Cofounder & Managing Partner, Maestro Consulting & SIOP Fellow**

### Background:

Wacławski is a human resources leader with more than 30 years of experience. Prior to cofounding Maestro, she spent 20 years at PepsiCo as an HR leader. At PepsiCo, Wacławski was able to reach the highest ranks of the HR organization as senior vice president and chief HR officer Latin America (30 plus markets, 72,000 employees, and annual revenues of \$8 billion), and as senior vice president and Chief HR officer, Global Functions and Global Category Groups, and senior vice president Human Resources and Talent Management for North America Beverages. Before PepsiCo, Wacławski was a consultant for more than a decade at PricewaterhouseCoopers and W. Warner Burke Associates. She has published numerous articles, book chapters, and books. She is a SIOP Fellow.

### Education:

- PhD, Social and Organizational Psychology, Columbia University
- MPhil, Social and Organizational Psychology, Columbia University
- BA, Psychology, Stony Brook University



**Amanda Tomkoria, Head of Global Talent Practices, Nike**

### Background:

In her current position at Nike, Tomkoria is responsible for the innovation, strategy, and design of talent practices for 80,000 teammates around the globe. Her team's vision is to position Nike as a destination for talent and leadership. At Nike, she is focused on a range of talent practices, including talent assessment, careers and performance, and talent planning and succession. Prior to joining Nike in 2016, Tomkoria led the Talent Management function at Guardian Life, with responsibility for core talent and learning programs and practices, including performance management, organizational talent reviews and succession planning, employee engagement and diversity, and learning and leadership development. Her prior experience includes managing global organizational surveys at PepsiCo and consulting at Mercer Sirota, a survey research firm.

### Education:

- PhD, Social and Organizational Psychology, Columbia University
- MS, I-O Psychology, Tulane University
- Executive Coach, Associate Certified Coach (ACC), and Board Certified Coach (BCC)

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- ▾ Workshop 9: Navigating the Complex Needs of Workers: The Role of Leaders in Worker Mental Health and Well-Being

### Presenters:

- Dr. Leslie Hammer, PhD, Associate Director of Applied Research, Oregon Institute of Occupational Health Sciences, Oregon Health and Science University
- Dr. Jennifer Dimoff, PhD, Associate Professor, Organizational Behavior and Human Resources, Telfer School of Management, University of Ottawa
- Nicole Genest, MA, Vice President of Operations & Clinical Integrations, Tower Health Providers



Questions? Contact the Program Coordinator: [Donna Kingry](#), PDRI by Pearson

### Intended Audience:

Introductory. Little knowledge of the basic concepts covered in this learning program. Intended for someone new to the area with little to no background experience in the content area.

### Abstract:

This workshop will engage participants by using evidence-based strategies that can be used to understand how leadership behaviors and organizational systems affect worker mental health and well-being today. This seminar will provide participants with real-world statistics, practical applications, and best practice takeaways to support leaders in creating workplaces that support worker mental health and wellbeing.

### Description:

This workshop will engage participants in actionable learning using evidence-based strategies that consultants, leaders, managers, and employers can use to understand how leadership behaviors and organizational systems affect worker mental health and well-being today. The session format will use a variety of modalities, including presentation of key statistics to understand the current crisis of mental health in the workplace, interactive case studies to examine insights into the ways in which leaders and managers can identify and support worker well-being, and self-assessment tools to gauge their own leadership or coaching practices that may be affecting worker wellness and to identify areas for self-improvement. A structured discussion, both in smaller breakout groups and in large group format, will facilitate learning consolidations in a psychologically safe environment. Participants will receive a toolkit, including copies of slides, exercises, assessments, and supplemental materials to implement in their own leadership, practice, or organization.

### Learning Objectives:

1. Outline the foundations and current state of worker mental health and well-being, from an occupational health and management perspective.
2. Identify four common workplace risk factors contributing to worker mental health concerns.
3. Describe how leadership affects worker well-being and outline how to build work environments which support the needs of workers.
4. Identify and understand how to implement six evidence-based leader strategies for promoting and supporting worker mental health.

### Presenter Biographies:



**Leslie Hammer, PhD, Associate Director for Applied Research, Oregon Institute of Occupational Health Sciences and Co-Director of the Oregon Healthy Workforce Center, *Total Worker Health*® center of excellence, at Oregon Health & Science University**

#### Background:

Hammer is professor emerita at Portland State University and a leading international expert on workplace mental health, work and family, and occupational stress. She specializes in the mental and physical health effects of supportive supervision at work and has extensive experience in designing, implementing, and evaluating worksite interventions and evidence-based supervisor training, including the Family Supportive Supervisor Behavior (FSSB) training and the Mental Health Supportive Supervisor Behavior (MHSSB) training.

#### Education:

- PhD, I-O Psychology, Bowling Green State University



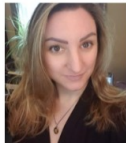
**Jennifer K Dimoff, PhD, Associate Professor, Telfer School of Management, University of Ottawa**

#### Background:

Dimoff is an affiliate faculty member at Portland State University and Oregon Health & Science University. Her primary area of research focuses on the intersections among leadership, employee mental health, and workplace training and interventions. As the youngest recipient of SIOP's Scientist-Practitioner Presidential Recognition Award, her research reflects her firm endorsement of the scientist-practitioner model. She has worked with local, national, and international organizations to develop, deliver, and evaluate evidence-based solutions to real workplace problems. Notably, Dimoff co-developed the Mental Health Awareness Training (MHAT)—one of the first scientifically evaluated mental health training programs for workplace leaders to demonstrate ROI. Dimoff is also a co-leader of the Canadian Foundation of Innovation-funded Triple-I Lab at the University of Ottawa—a state-of-the-art research center, dedicated to analyzing social interactions in work settings. In addition to numerous journal publications and chapters, she has co-edited a book, *Leading to Occupational Health and Safety: How Leadership Behaviours Impact Organizational Safety and Well-Being*.

#### Education:

- PhD, I-O Psychology, St. Mary's University
- MS, Applied Psychology, St. Mary's University



**Nicole Genest, MA, Vice President of Operations & Clinical Integrations, Tower Health Providers**

#### Background:

Nicole Genest, MA, is the Vice President of Operations for a large provider network at a multi-hospital health system in Southeastern PA. As an executive leader, she is responsible for operational strategy, business development, and change management, as well as managing and advancing the performance of a hybrid team. She focuses on human-centric leadership through empowering others, work-life integration, psychologically safe work environments, and hybrid work processes with an emphasis on employee-driven motivation, learning, and creativity. She is certified in the Fearless Organization Scan, based on Amy Edmondson's research on psychological safety.

#### Education:

- MA, I-O Psychology, William James College
- BA, Psychology, Northeastern University

► Workshop 10: Advanced Topics in 360 Feedback: Internal and External Perspectives

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## Preconference Workshops



### Welcome from Jerilyn Hayward, PhD, SIOP Workshop Chair

The SIOP preconference workshops are an exceptional professional development opportunity conveniently offered the day of the Opening Plenary on Wednesday, April 17, 2024. They offer an opportunity to learn from experts in the field and to network with peers. The workshops focus on trending and critical topics in our field and most provide continuing education credits.

Thank you to the 2023-2024 Workshop Committee.

**Chair: Jerilyn Hayward, PhD, Otsuka Pharmaceutical Companies-US**

- Josh Allen, PhD, Walmart
- Kathy Bittner, PhD, Bittner and Associates
- Donna Kingry, PhD, PDRI by Pearson
- Kelsey Klausning, MS, Hogan Assessments
- Jeffrey Labrador, PhD, I-O Consultant
- Kyle Morgan, PhD, Edison Electric Institute
- Joseph Mroz, AAA-The Auto Club Group
- Carl Persing, PhD, Infoscitex, a DCS Company
- Kevin Reindl, MS, San Diego Gas & Electric
- Courtney Van Overberghe, PhD, SHL

### Questions?

- About the workshop content and presenters, contact the coordinator identified for each workshop.
- About registration and fees, contact [SIOP](#).
- About continuing education, please visit the [Continuing Education page](#).

## Workshops

- Workshop 1: (De)-Humanizing HR: Navigating the Uses, Risks, and Ethics of Artificial Intelligence
- Workshop 2: Launching Selection and Development Assessments: Fail Here, Succeed Later
- Workshop 3: Beyond the Buzzwords: Neurodiversity Inclusion and Better Work for All
- Workshop 4: Managing Performance Management: A Practical Approach for Optimization
- Workshop 5: Empowering People Analytics: Building a Meaningful Function From the Ground Up
- Workshop 6: How Leaders Create Agility Is Different Than You Think
- Workshop 7: Skills Revolution: Understanding the Why, What, and How
- Workshop 8: Leveraging the Science of Leadership Potential for Talent Management in Global Organizations
- Workshop 9: Navigating the Complex Needs of Workers: The Role of Leaders in Worker Mental Health and Well-Being
- Workshop 10: Advanced Topics in 360 Feedback: Internal and External Perspectives

### Presenters:

- Dr. Dale S. Rose, PhD, President, 3D Group
- Dr. Deborah Lee, PhD, Senior Director of Culture, Engagement, Assessment and Development in Global Talent Management, PepsiCo

Questions? Contact the Program Coordinator: [Kathy Bittner](#), Bittner and Associates

### Intended Audience:

Intermediate. Solid understanding of the basic concepts covered in this learning program is assumed and may not be discussed or only discussed briefly in this learning program. Intended for someone with some experience in this content area.

### Abstract:

Case studies will be used to explore internal and external consulting perspectives on how 360 feedback can best be used as a lever for individual and organizational change. Facilitators will share current research and best practices while considering complications caused by organizational politics, individual differences, and business trends. Although case studies will be detailed, names will be changed to protect the innocent.

### Description:

Anyone who has implemented a large scale 360 feedback process recognizes how much success and failure depend on the internal HR team's ability to effectively strive for scientifically grounded best practices while meeting the organization where it is. This session will use live case studies to explore the two sometimes opposing pressures of science and internal politics. The workshop will consider this dynamic science-practice tension from the perspective of the internal consultant and the external consultant with guidelines for how these two can partner together. Built as an interactive discussion with attendees, the session will intentionally push us into the gray zones that characterize highly visible enterprise-wide 360 feedback processes. We expect attendees to bring their points of view as they actively engage in finding the best path forward in each case. The cases will include those who fell far short of their intended goals and those that were resounding successes.

### Learning Objectives:

1. Identify and apply three of the most effective research-backed strategies for 360 feedback process design to achieve behavior change.
2. Outline the differing challenges faced by US-only versus global 360 feedback processes and how to mitigate issues arising with both.
3. Explain the four elements of Strategic 360 Feedback that differentiate it from 360 feedback processes exclusively targeting individual level change.
4. Create a plan to overcome barriers to achieving positive behavior change as applied to a current program or future 360 initiative.

### Presenter Biographies:



#### Dale S. Rose, President, 3D Group

##### Background:

The 3D Group is a consultancy Rose founded in 1994 that provides leaders with high quality employee feedback to improve individual and organizational effectiveness. In addition to designing feedback systems for dozens of *Fortune* 500 companies, foundations, and nonprofit organizations, Rose personally coaches senior executives regarding their individual feedback and how they can use it to improve. He has published widely on the topic of 360 feedback, personnel selection, and program evaluation. In addition to being an editor of the 2019

*Handbook of Strategic 360 Feedback* and authoring many peer-reviewed journal articles on best practices in 360 feedback, Rose has completed seven national benchmark studies of common 360 feedback practices that are widely referenced regarding the current state of the 360 feedback in industry. Before starting 3D Group, Dale held research and consulting positions with Ameritech, National Computer Systems, and Acumen International.

##### Education:

- PhD, I-O Psychology, DePaul University
- BA, Psychology, University of California, Santa Cruz



#### Deborah Lee, Senior Director of Culture, Engagement, Assessment and Development in Global Talent Management, PepsiCo

##### Background:

In her current position at PepsiCo, Lee focuses on culture models and initiatives, engagement measurement and programs, and leadership focused development assessment programs. She leads PepsiCo's best in class LeAD program and core 360-degree feedback tools centered on the GREAT5 leadership framework. She also leads organizational culture efforts including leading employee listening efforts, engagement programs, and advanced surveys and analytics. Lee has more than a decade of experience working in the CPG

industry and as an external consultant.

##### Education:

- PhD, I-O Psychology, University of Missouri-St. Louis
- MA, I-O Psychology, Western Kentucky University

#### Society for Industrial and Organizational Psychology

470 W. Broad St. #1164,  
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✉ Email: [sio@siop.org](mailto:sio@siop.org)

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# Event Agenda

2024 SIOP Annual Conference

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## Wed, Apr 17, 2024

6:30 AM - 9:00 AM

**Workshops and Consortia Registration**

8:30 AM - 9:30 AM

**Conference Orientation Tour**

Location: Hyatt Grand Foyer/Registration

9:00 AM - 8:00 PM

**General Conference Registration**

Location: Hyatt Grand Foyer

12:00 PM - 12:50 PM

**Poster Sessions/Virtual Posters**

Location: Asynchronous/Prerecorded

**What Facilitates Team Performance? A Causal Chain from Group-Level Person-Group Fit (Poster - 196469)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Jee Young Seong, Doo-Seung Hong, Linyuan Zhang

**The Effects of Psychological Compassion Climate (Poster - 196581)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Margaret Prezuhy, Dr. Megan T. Nolan, Winter Elvin

**Cohesion Unveiled: A Meta-Analysis of Team Foundations and Associations (Poster - 196593)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speaker: Dr. Vias C. Nicolaides

**Ethical Decision Making in Research Teams: A Mixed-Methods Study (Poster - 196625)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Logan L. Watts, Dr. Michelle Martin-Raugh, Rylee Linhardt, Sampoorna Nandi

**Labor Control via Dormitory-esque Workplace Housing in England: A Case Study (Poster - 196703)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Kristine J. Olson, Benjamin Hopkins

**Employees' Daily Workload and Next-Day Procrastination (Poster - 196779)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Xiaomin Xu, Wenfei Zhang, Xizhi Liu

**A Qualitative Exploration of Meaningful Work Among Remote Workers (Poster - 196807)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Prof. Joana C. Kuntz, Dr. Sarah L. Wright

**I-Deals Can Alleviate Complaining Behavior: The Mediating Role of Job Dissatisfaction (Poster - 196850)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Hange Gao, Chunhou Chang, Mr. Chiachi Chang

**Responsibility-Seeking Behavior: Development and Validation of a Measure (Poster - 196904)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Nilima Ajaikumar, Archie Bates, Dr. William Pasmore, Gian Zlupko, Todd Woodruff

**Positive Parenting Practices Shape Adolescent Leader Emergence (Poster - 196923)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Wenjun Bian, Zhengguang Liu

**Leader Mindfulness Promotes Followers' Resilience: Why, When, and How (Poster - 196992)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speaker: Xingyu Feng

**A Meta-Analytic Examination of the Dark Triad and Vocational Interests (Poster - 196994)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Tyler (Ty) Fezzey, Dr. Marcus Crede, Peter Harms, Nic Lowery

**How Remote Work Transition Affects Personality Self-Assessment (Poster - 197074)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Meaghan Marie Tracy, Dr. Tara S. Behrend

**Situational Antecedents of Experiencing Credit Stealing at Work (Poster - 197110)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Logan L. Watts, Dr. Amy E. Crook, Dr. Michelle Martin-Raugh

**The Effects of PA on Newcomer Adjustment Outcomes: A Broaden-and-Build Perspect (Poster - 197155)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Zihanruc Liu, Ms. Hairong Li, Teng Zhao

**The Power of Specificity: Voice Rejection and Employee Reactions (Poster - 197157)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Fangzhou Liu, Limei Zhang, Sijun Kim

**A Cognitive Analysis of Caste in the Workplace in the US—It's About Time (Poster - 197183)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Ambika Prasad, Caitlin Smith Sockbeson

**Interaction of Employee BLM and Visionary Leadership: Decreasing Experienced Tensions (Poster - 197233)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Zhihao Wu, Ruowen Shen

**Is a Proactive Crafter Always Creative One? A Meta-Analysis of Mechanisms (Poster - 197234)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Zhihao Wu, Ruowen Shen

**I Was Recommended By AI: The Use of ChatGPT for Professional Recommendations (Poster - 197267)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Penda Sow, Lori L. Foster

**Exploring Profiles of Career Decision-Making Difficulties in Chinese Students (Poster - 197328)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Tianyi Yang, Huihui Wang, Mingqing Zheng, Yutong Zhu

**Can Family Members Be Teammates in the NICU?: An Observational Investigation (Poster - 197332)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Gabrielle Rufrano, Allison Traylor, Bryan L. Ohning, M.D., Ph.D., Lizzie Bell, Noelani Lewis

**Navigating Emotional Ambivalence and Withdrawal in Remote Work Uncertainty (Poster - 197364)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Xiaomin Xu, Luo Wenjing, Yingni Cai

**Team Epistemic Motivation and Communication in Multidisciplinary Team Meetings (Poster - 197386)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Prof. Wu Liu, Haiyin Tu, Jisheng Peng, Weiguo Zhong

**(In)effectiveness of Frame-Inducing Rating Instructions in State-Trait Research (Poster - 197396)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Tracy L. Griggs, Dr. Charles E. Lance, Dr. SeongHee Cho, Michael James Szeman

**Effects of Pay Transparency on Knowledge Hiding and OCB: A Moderated Mediation Model (Poster - 197449)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Xiaomin Xu, Xiaohe Liu, Yatian Zhou, Yongshi Liu, Yuchen Li

**A Meta-Analytic Study of Vocational Interests and Work Values (Poster - 197450)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Yifan Zhang, James Rounds

**Quantifying and Reducing Bias in Treatment Effect Estimates From Multiarmed Bandits (Poster - 197558)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: James Rigby, Jeremy David Curuksu

**They Procrastinate Because You Laugh: Leader Humor and Employee Procrastination (Poster - 197705)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Yan Qi, Anastasiia Popelnukha

**Masculinity Contest Culture and Parental Leave: A Natural Language Processing Study (Poster - 197709)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Seung Joo Yoo, Dr. Kawon Kim

**Navigating the Obstacles: Understanding Risks to Women's Leader Emergence Across the lifespan (Poster - 197713)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Yuting Deng, Ning Chen, Yuting Deng

**A Paradox Approach to Exploring the Effects of Creative Process Engagement (Poster - 198026)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Eun Soo Son, Dr. Christina E. Shalley

**Navigating Employee Moral Defensiveness: Guidelines for Managers (Poster - 198047)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Logan L. Watts, Dr. Zhanna Sahatjian

**Future Self-Continuity and Goal Progression Cross-Lagged Panel Model (Poster - 198059)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Hannah Michelle Finch, Dr. Joshua J. Prasad

**Data Visualization and its Influence on Accuracy and Perceived Employer Care (Poster - 198148)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Catherine Muccini, Crystal Turner, Dr. Kevin Nolan, Dr. Terri Shapiro

**Perceived Disability Legitimacy Mediates Perceptions of Coworkers With Disabilities (Poster - 198190)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Raymond Bennett, Elizabeth Canning, Monroe D Amos

**Context Matters: A Call for Greater Transparency in Organizational Field Research (Poster - 198195)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Lukas Neville, AJ Martens

**Computer Mediated Measurement: Digital Data Collection and Virtual Human Interviewers (Poster - 198215)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speaker: John Wesley Lee, II

**Inconsistency Effect of Empowering Leadership on Follower's Resource Depletion (Poster - 198241)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Mr. Sunghyuck Mah, Minju Oh, Minjun Yoo, Seokhwa Yun

**Algorithmic Reactions and Task Characteristics in College Admission (Poster - 198250)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Khue Tran, Nathan R. Kuncel

**Predicting OCB: The Dynamics of Perfectionism, Endorsement, and Promotion Focus (Poster - 198259)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Sang Eun Park, Dasor Moon, Minjun Yoo, Mr. Sunghyuck Mah, Seokhwa Yun

**The Impact Mechanism of Knowledge Digitization on Firm Performance (Poster - 198288)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Wucheng Han, Ruoyu Lu, Weijie Zhu, Xiaoyu Li, Xu Zu

**Effect of Brand Familiarity and Applicant Values on Recruitment Effectiveness (Poster - 198319)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Janice Super, Priyamvada Rangan

**Career Optimism: A Mediator Linking Perceived Overqualification and Thriving at Work (Poster - 198327)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speaker: John Wonjun Rhee

**A Dynamic Goal Orientation Perspective on Team Innovative Performance (Poster - 198388)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded



Speakers: Jie Li, Dr. Jingzhou Pan, Yaping Gong

**Impact of COVID-19 Crisis Message Content on Perceptions and Well-Being (Poster - 198432)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Chad Yagey, Blakeley Thompson, Dr. Chelsea A. LeNoble, Katrina Lashinger, Nina Steigerwald

**When Niceness Is (Ab)Normal: Is Norm-Abiding or -Violating Incivility More Harmful? (Poster - 198449)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Claire Elizabeth Smith, Alexandra Henderson, Dr. Yi-Ren Wang

**Applicant Reactions to Organizational Successes and Failures in Diversity/Inclusion (Poster - 198501)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: William Ward, Jason David Kautz

**CEO Advice Seeking and Enterprise Discontinuous Innovation: An Empirical Study (Poster - 198508)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Wucheng Han, Dongdong Wang, Xiaoyu Li, Zhichao Qian

**Can We Talk? The Role of Trustor Communication in Trust Repair (Poster - 198529)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: William Ward, Dr. M. Audrey Korsgaard

**Workforce Trainer–Learner Same-Race and Double Jeopardy Effects During COVID (Poster - 198535)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Ms. Bridget C. McHugh, Ph.D., Abena Anyidoho, Rebecca Fay Berenbon

**The Widening Digital Divide: Internet Access and Workforce Training During COVID (Poster - 198556)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Ms. Bridget C. McHugh, Ph.D., Abena Anyidoho, Rebecca Fay Berenbon

**Job Crafting in Different Manner: Examining Occupational Future Time Perspective as a (Poster - 198562)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Xinyi Liu, Professor Jian Min Sun, Ph.D., Xiaojuan Hu, Yixin Ding

**A Mixed-Methods Exploration of Female Faculty's Leader Identity Formation (Poster - 198567)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speaker: Dr. Ague Mae Sumpo Manongsong

**An Interdisciplinary Approach to Personnel Selection and Assessment: The Role of HSI (Poster - 198587)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Dennis C Wightman, Janae Lockett-Reynolds, Jennifer Blanchard, Kenneth Roof, Kristopher Korbela, Rebecca Lasky, Thomas Malone

**Challenge Versus Hindrance Stressors and Job Outcomes: Role of Neuroticism (Poster - 198653)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Mahmut Bayazit, Eldar Sedaghatparast Saleh, İlkur Özalp Türetgen

**The Role of Socialization Tactics on Organizational Newcomers' Inclusion Outcomes (Poster - 198671)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speaker: Sarah Kuang

**Supervisor Bottom-Line Mentality and Workplace Incivility: A Sequential Mediating Mod (Poster - 198689)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Gabi Eissa, Jatin Pandey, Scott W. Lester, Varun Sharma

**Examining the Methodological Qualities of Organizational Resilience Measures (Poster - 198705)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Armando X. Estrada, Cassie Berry

**Supervisor to Employee Bottom-Line Mentality: A Moderated-Mediated Model (Poster - 198727)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Gabi Eissa, Scott W. Lester

**Examining Gender Identity and Bias in Followership Using Thematic Analysis (Poster - 198729)**

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded  
Speakers: Dr. Patrick T. Coyle, Miriana Protano, Stephen Terrence Leyden

**Age Diversity and Organizational Performance: A Meta-Analysis (Poster - 198738)**  
12:00 PM - 12:50 PM  
Location: Asynchronous/Prerecorded  
Speakers: Xiao Xiao, Dishu Hu, Dr. In-Sue Oh

**Psychometric AI for Emotional Intelligence: Applying Machine Learning Models (Poster - 198794)**  
12:00 PM - 12:50 PM  
Location: Asynchronous/Prerecorded  
Speakers: Dr. Wei Wang, Chapman J. Lindgren, Max Lobel

**Living a Calling in Older Adult Workers (Poster - 198795)**  
12:00 PM - 12:50 PM  
Location: Asynchronous/Prerecorded  
Speakers: Kate Kidwell, Kimberly French

**The Development and Validation of an Internal Job Search Scale (Poster - 198802)**  
12:00 PM - 12:50 PM  
Location: Asynchronous/Prerecorded  
Speakers: Kathryn Dlugos, Caroline E. Manning, Dorothea Roumpi, Jean Phillips, Mr. Kameron Carter

7:00 PM - 7:50 PM

**Opening Plenary (Special Event - 199654)**  
Location: Hyatt Ballroom EF  
Speakers: Dr. Winny Shen, Dr. Alexis A. Fink, Dr. Nancy T. Tippins, Dr. Tara S. Behrend

Thu, Apr 18, 2024

7:00 AM - 5:00 PM	<b>General Conference Registration</b> Location: Hyatt Grand Foyer
7:00 AM - 8:00 AM	<b>Continental Breakfast</b> Location: Hyatt Ballroom EF
7:00 AM - 8:00 AM	<b>For Invitation Only - Fellows Breakfast</b> Location: Hyatt Regency AB
8:00 AM - 8:50 AM	<b>Igniting a Fireside Chat on Personality–Cognitive Ability Relations (Alternative Presentation - 198209)</b> Location: Hyatt Ballroom A Speakers: Dr. Deniz S. Ones, Kevin Stanek, Dr. Stephan Dilchert
8:00 AM - 8:50 AM	<b>Teaching Incubator: Infusing DEI Content Into I-O Courses (Alternative Presentation - 198783)</b> Location: Hyatt Ballroom B Speakers: Dr. Cynthia A. Prehar, Dr. Larry R. Martinez, Dr. Nicholas A. Smith, Dr. Nicholas P. Salter, Dr. Peter D. Bachiochi, Patrick P. McGonagle
8:00 AM - 8:50 AM	<b>Unleashing Potential: Exploring Practical Uses of LLMs to Address I-O Challenges (Alternative Presentation - 197926)</b> Location: Hyatt Ballroom EF Speakers: Dr. Manasia Sturdivant, Adam M. Smith, Evan R. Theys, Michael Sawdy, Parul Jain, Weiwen Nie
8:00 AM - 8:50 AM	<b>Revisiting the Shift of I-O Psychologists to Business Schools (Panel Discussion - 198033)</b> Location: Hyatt Ballroom N CD Speakers: Angelia Yvonne Delacruz, Dr. Alice F. Stuhlmacher, Dr. Eden B. King, Dr. James M. Diefendorff, Dr. Kurt Kraiger, Dr. Marcus W. Dickson, Dr. Melissa M. Robertson, Jessica Zalewski, Mr. Ricardo Rashawn Brooks, Shannon Juliette Rowley, Takudzwa Chawota

8:00 AM - 8:50 AM	<b>Performance Monitoring in Organizations: Theory-X is Alive and Still Not Well</b> Location: Hyatt Ballroom S CD Speakers: Joel Lefkowitz, Dr. Michael J. Zickar, Dr. Tara S. Behrend, Dr. Wayne F. Cascio
8:00 AM - 8:50 AM	<b>Award: Best of SIOP (Special Event - 199648)</b> Location: Hyatt Grand Hall H Speakers: Briana Squires, Cassandra Phetmisy, Chu Chu, Dr. Bradley S. Jayne, Dr. Jeffrey Olenick, Jennifer Feitosa, Kaitlyn Rose Gallagher, Karyssa Courey, Steven Zhou
8:00 AM - 8:50 AM	<b>Virtually Possible: Understanding Employee Preferences in Remote Work Environments (Symposium - 198541)</b> Location: Hyatt Grand Hall I Speakers: Alyssa Birnbaum, Ajay R. Ponnappalli, Amanuel G. Tekleab, Archana Manapragada Tedone, Ph.D., Dr. Andrew C. Loignon, Dr. Chockalingam Viswesvaran, Dr. Jessica Mesmer-Magnus, Dr. Larissa K. Barber, Dr. M. Gloria Gonzalez-Morales, Joseph Michael Yestrepesky, Kaitlyn Valesse
8:00 AM - 8:50 AM	<b>Multi-Objective Optimization 5.0: Applications in the Workplace (Symposium - 197172)</b> Location: Hyatt Grand Hall J Speakers: Chen Tang, Amanda J. Neuman, Caleb Rottman, Dr. Andrew Speer, Dr. Cari L. Gardner, Dr. Dawn Lambert, Dr. Jeffrey A. Dahlke, Dr. Q. Chelsea Song, Rick Jacobs, Dr. Scott B. Morris, Dr. Serena Wee, Harish Arunachalam, James Perrotta, Joshua S. Andrews, Louis Hickman
8:00 AM - 8:50 AM	<b>Interpersonal Mistreatment: Interventions and Implications (Symposium - 198547)</b> Location: Hyatt Grand Hall K Speakers: Dr. Whitney Botsford Morgan, Dr. Alicia A. Grandey, Dr. Allison S. Gabriel, Dr. Bailey A. Bigelow, Dr. Christine L. Nittrouer, Dr. Ethan P. Waples, Dr. Lilia M. Cortina, Dr. Monique Domingo, Johannah Stockdale, Mr. Timothy G. Kundro, Terrance L. Boyd
8:00 AM - 8:50 AM	<b>Encouragement in Organizations: A Kickstart for Organizational Research (Symposium - 198610)</b> Location: Hyatt Grand Hall L Speakers: Roger Mayer, Dr. Paul W. Mulvey, James Browne, James Peters, Joel Wong, Leigh Shamblin
8:00 AM - 8:50 AM	<b>Reimagining Parental Leave in Academic Institutions: A Path Forward (Panel Discussion - 197560)</b> Location: Hyatt Grand Hall MN Speakers: Dr. Amy C. Pytlovany, Dr. Katrina A. Burch, Dr. Michael T. Ford, Dr. Nitya Chawla, Dr. Tammy D. Allen
8:00 AM - 8:50 AM	<b>Approaches to Impact Evaluation in Leadership Development (Panel Discussion - 198264)</b> Location: Swissotel Montreux 1 Speakers: Dr. Chia-Lin Ho, Jeff J Kosovich, Mr. Stephen B. Jeong, S. Bartholomew Craig, Ph.D.
8:00 AM - 8:50 AM	<b>Best Practices in Personality Test Reporting (Panel Discussion - 198095)</b> Location: Swissotel Montreux 2/3 Speakers: Dr. Georgi P. Yankov, Dr. Ryne A. Sherman, Kathy MacKay, Mr. Chris Coughlin, Mr. Stewart Gregor Desson, Nikita Mikhailov, Victor Ellingsen
8:00 AM - 8:50 AM	<b>Regulating Assessment Technology: Perspectives on Current and Emerging Regulations (Panel Discussion - 197858)</b> Location: Swissotel Vevey 1/2 Speakers: Dr. Cari L. Gardner, Annette Tyman, Dr. Colin Willis, Dr. David B. Schmidt, Dr. Michael S. Fetzer, Dr. Paul D. DeKoekkoek, Mr. Andrew L. Solomonson
8:00 AM - 8:50 AM	<b>You Thought Relationships Were Hard...Have You Tried Sharing Organizational Data? (Panel Discussion - 198493)</b> Location: Swissotel Vevey 3/4 Speakers: Dr. Nataliya Baytalskaya, Aayushi Alpesh Dharia, Ali Shalfrooshan, Dr. Johanna Johnson Lascano, Rick Jacobs, Michelle Goro, Ngoc Duong
8:00 AM - 8:50 AM	<b>Ageism Across the Employee Lifecycle: Age-Old Problems, Contemporary Solutions (Panel Discussion - 197186)</b> Location: Swissotel Zurich AB Speakers: Dr. Kimberly T. Silva, Dr. Allison M. Tringale, Dr. Rachel Sisu Rauvola, Mr. Boris B. Baltes, Nikola Fedorowicz
8:00 AM - 8:50 AM	<b>I-O and Coaching: Convergence, Clashes, and Complexity (Panel Discussion - 197562)</b> Location: Swissotel Zurich D Speakers: Dr. Patrick Gavan O'Shea, Dr. Alison L. O'Malley, Dr. Michael M. Woodward, Dr. Shonna D. Waters, Dr. Soner Dumani



8:00 AM - 8:50 AM

**Machine Learning for I-O 6.0: Addressing Algorithmic Bias and Fairness Concerns (Symposium - 197357)**

Location: Swissotel Zurich EF

Speakers: Louis Hickman, Ashley Sylvara, Brandon Booth, Christopher Huynh, Cory Moore, Fred Oswald, Dr. Joshua P. Liff, Louis Tay, Dr. Mengqiao (MQ) Liu, Dr. Nick C. Koenig, Dr. Rachel T. King, Tianjun Sun, Farshad Koohifar, Jason Nicholas Kuruzovich, Jessica Gass, Nikki M. Dudley, Stuti Thapa, Xin Hou

8:00 AM - 5:30 PM

**Conference Career Center**

Location: Hyatt Roosevelt Meeting Rooms

9:00 AM - 10:20 AM

**Open Science Bootcamp (Alternative Presentation - 197175)**

Location: Hyatt Ballroom A

Speakers: Fred Oswald, Dr. Jonas W.B. Lang, Dr. Lillian T. Eby, Dr. Scott B. Morris, Dr. Steven G. Rogelberg, Dr. Tammy D. Allen

9:00 AM - 10:20 AM

**Solving Healthcare's Most Prominent Issues Through Teamwork (Symposium - 197277)**

Location: Hyatt Ballroom B

Speakers: Gabriela Fernandez Castillo, Allison Traylor, Bryan L. Ohning, M.D., Ph.D., Dr. Eduardo Salas, Dr. Scott I. Tannenbaum, Eric Thomas, Gabrielle Rufrano, Lizzie Bell, Michael A. Rosen, Molly Kilcullen, Noelani Lewis, Philip E. Greulich, Salar Khaleghzadegan

9:00 AM - 10:20 AM

**I-O for the CEO: Strategies for Answering Leaders' Top of Mind Concerns (Panel Discussion - 198436)**

Location: Hyatt Ballroom EF

Speakers: Dr. Jeffrey A. Jolton, Dr. Elizabeth A. Conjar, Dr. Michael J. Benson, Dr. Seth Zimmer, Elaine Engle, Glenn Rosen, Jenna Munoz, Marc Effron

9:00 AM - 10:20 AM

**What Defines a Good Leader? New Leadership Capabilities for a New Workforce (Alternative Presentation - 197905)**

Location: Hyatt Ballroom N CD

Speakers: Dr. Gabriela I. Burlacu, Dr. Kelly A. Monahan, Ishabel Vicaria, Kim Fazio, Laurel Mikalouski, MS, Mrs. Caitlynn Sendra

9:00 AM - 10:20 AM

**Navigating the New Dawn of Talent Strategy: Five Shifts Reshaping Work and Leadership (Panel Discussion - 198296)**

Location: Hyatt Ballroom S CD

Speakers: Dr. Sandra Hartog, Dr. Anna Tavis, Dr. Daniel Fisher, Lynn Collins, Ph.D., Michael Ehret

9:00 AM - 10:20 AM

**What's Changing With Change Management? (Panel Discussion - 197214)**

Location: Hyatt Grand Hall H

Speakers: Renee Yang, Laura Dannels, Ramona Garcia, Sam Liu, Zach Hawkins

9:00 AM - 10:20 AM

**Building the Scientist–Practitioner Toolkit: Storytelling to Communicate Science (Alternative Presentation - 198267)**

Location: Hyatt Grand Hall I

Speakers: Dr. Amy Dawgert Grubb, Dr. Miriam T. Nelson, Dr. Seymour Adler

9:00 AM - 10:20 AM

**Working women's menstrual and menopausal experiences and behaviors (Symposium 198006)**

Location: Hyatt Grand Hall J

Speakers: Larissa Garcia, Dillon Stewart, Dr. Alicia A. Grandey, Dr. Derek R. Avery, Dr. Eden B. King, Dr. Michelle (Mikki) Hebl, Dr. Quinetta M. Roberson, Dr. Sabrina D. Volpone, Horatio Traylor, Jasmin Banks, Jazmin Vanessa Argueta-Rivera, Kayley Morris, Kristi Buczek Hatter, Morgan Andie Zipfel, Alexis Avery, Rhea Rungta, Suzuka Yamane, Victor Blocker

9:00 AM - 10:20 AM

**Gameful Design and Redesign in Training and Assessment (Symposium - 198161)**

Location: Hyatt Grand Hall K

Speakers: Vivien Lee, Filip Lievens, Dr. Joshua P. Liff, Dr. Klaus G. Melchers, Dr. Paul Agnello, Dr. Richard N. Landers, Elizabeth Simone Jenerson, Gady Agam, Gai Hao, Ivan Mutis Sin, Kristina N. Bauer, Liza Meredith, Marie Luise Ohlms, Nga Do, Reed Priest, Tao Jin, Uwe Peter Kanning, Xuanchang Liu

9:00 AM - 10:20 AM

**Challenges and New Developments at Every Stage of the Succession Planning Lifecycle (Alternative Presentation - 197479)**

Location: Hyatt Grand Hall L

Speakers: Lindsey Freier, Dr. Brittany J. Marcus-Blank, Dr. Erica I. Desrosiers, Dr. Lilly Lin, Dr. Sean D. Robinson, Dr. Tanya Brubaker, Ms. Samantha Le Chau

9:00 AM - 10:20 AM	<p><b>So You’ve Operationalized an ML Model, Now What? A Panel on Model Maintenance (Panel Discussion - 197142)</b></p> <p>Location: Hyatt Grand Hall MN  Speakers: Dr. Emily D. Campion, Dr. Daniel A. Schmerling, Dr. Michael A. Campion, Nathan Mondragon, Dr. Nick C. Koenig, Eric M. Dunleavy</p>
9:00 AM - 10:20 AM	<p><b>IGNITing DEIA Solutions Post UNC and Harvard Supreme Court Ruling (Alternative Presentation - 197822)</b></p> <p>Location: Swissotel Montreux 1  Speakers: Nikola Fedorowicz, Christopher Patrick, Dr. Dustin Maneethai, Ph.D., Maryam Ahmad Kazmi, Ms. Joanna L. Colosimo, Shannon Miller</p>
9:00 AM - 10:20 AM	<p><b>Competition: The 2024 SIOP Machine Learning Competition (Special Event - 199653)</b></p> <p>Location: Swissotel Montreux 2/3  Speakers: Sebastian Marin, Dr. Georgi P. Yankov, Dr. Isaac Benjamin Thompson, Dr. Ivan Hernandez, Dr. Jeffrey D. Facteau, Dr. Nick C. Koenig, Tyler James Miranda</p>
9:00 AM - 9:50 AM	<p><b>Poster Sessions</b></p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <div> <p><b>De-Escalating or Escalating Workplace Conflict: The Role of Employee Voice (Poster - 196447)</b></p> <p>9:00 AM - 9:50 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Zihan Liu, Jiajin (Sophie) Tong</p> <p><b>Newcomer Organizational Socialization: A Meta-Analytic Review (Poster - 196799)</b></p> <p>9:00 AM - 9:50 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Dr. Berrin Erdogan, Dr. Allison M. Ellis, Dr. Donald M. Truxillo, Talya Bauer, Mr. Grant Brady, Todd Bodner</p> <p><b>Interactive Effect Between Vertical Diversity and Membership Fluidity on Coordination (Poster - 197000)</b></p> <p>9:00 AM - 9:50 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Daisuke Nakama, Yukiko Muramoto</p> <p><b>Cultivating a Generative Workplace to Unleash Well-Being Through Support (Poster - 197243)</b></p> <p>9:00 AM - 9:50 AM  Location: Hyatt - Riverside Exhibit Hall  Speaker: Ryan Musselman</p> <p><b>Faking It for Our Team: Entitativity’s Role on Surface Acting and Meeting Recovery (Poster - 197305)</b></p> <p>9:00 AM - 9:50 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Emilee Eden, Dr. Joseph A. Allen, Katherine Castro, Tori Joy</p> <p><b>Does Virtually Working Make Teams More Resilient? The Construal Fit Perspective (Poster - 197326)</b></p> <p>9:00 AM - 9:50 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Yibing Zhou, Yifei Wang</p> <p><b>Bouncing Back From What? A Qualitative Investigation of Knowledge Team Adversity (Poster - 197486)</b></p> <p>9:00 AM - 9:50 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Madison Romero, Anthony Mikal Ferroni, Claire Seo, Dr. Tiffany M. Bisbey, Gillian Yi, Jennifer Perez, Johnathan Malcolm Traylor</p> <p><b>Demands–Abilities Misfit: Emphasizing Positive Adaptation Through Proactivity (Poster - 197521)</b></p> <p>9:00 AM - 9:50 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Kang Yang Trevor Yu, Vijayan P Munusamy, Xinyu Han</p> <p><b>Development and Measurement of Implicit Teammate Theories (Poster - 197636)</b></p> <p>9:00 AM - 9:50 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Dr. Alexandra Harris-Watson, Brandon Choi, Dr. Tiffany M. Bisbey, Jeffrey Masser, Madison Romero</p> <p><b>Vocational Interests Fit and Career Success: A Polygenic Score Approach (Poster - 197765)</b></p> <p>9:00 AM - 9:50 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Dr. Zhaoli Song, Dr. Wen-Dong Li, Niaoyao (Amber) Du, Qiao Fan, Xin Zhang, Yimo Zhu</p> <p><b>Am I Safe? The Interactive Effects of Task and Relationship Conflict in Project Teams (Poster - 197815)</b></p> <p>9:00 AM - 9:50 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Emily Redler, Dr. David J. Woehr, Matthew Ohland, Misty Loughry</p> <p><b>The Effect of Media Richness on Uncertainty and Trust Within Virtual Work Teams (Poster - 197853)</b></p> </div>

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Dr. Scott A. Cassidy

**Strategic Decision Making in Multiteam Systems (Poster - 197868)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Anoop Javalagi, Amelia Emery, Dr. Leslie A. DeChurch

**The Babble Hypothesis Revisited: Speaking Time, Voice, and Leadership Emergence (Poster - 197989)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Timothy Oxendahl, Margaret Beier, Lisa O'Bryan

**Unpacking the Effects of Surface- and Deep-Level Faultlines in Teams (Poster - 197994)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Xiaoxia Zhu, Dr. Hong Ren, Mingqiao Luan, Xuguang Hao

**Recruiter Onboarding: Harnessing Time-to-Event Metrics Using Survival Analysis (Poster - 198036)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Allison N. Besl, Dr. Dan V. Simonet, Gabrielle Danna, Rd Mitra

**Narcissism in the Virtual Workspace: A Team-Centered Perspective (Poster - 198104)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Krisztina Szabo, Dr. C. Shawn Burke, Julia Jessup, Martyna Wasilewska

**As I Say or as I Do? Mentor Hypocrisy Influences Work–Life Balance (Poster - 198132)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Thomas Vitti, II, Anjishnu Chakrabarti, Arielle P. Rogers, Dr. Courtney Baker, Dr. Lisa Finkelstein

**Older Workers' Self-Efficacy, Opportunities, and Intentions to Work Longer (Poster - 198258)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Maaïke Schelllaert, Dr. Donald M. Truxillo, Dr. Eva Derous, Gemma McCarthy, Prof. Deirdre O'Shea

**The Role of Artificial Intelligence in Supporting Team Resilience in High-Stakes Team (Poster - 198338)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yichen Tang, Alyssa Sherice Davenport, Dr. Christopher Wiese

**An Exploration of Fluid Team Effectiveness: Does Existing Team Science Apply? (Poster - 198376)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Brianna M. Billotti, Dr. Rebecca Grossman, Joseph Ha, Michael Cassara Cassara, D.O. MSEd

**School-to-Work Transition: Job Search Experiences Facilitate Newcomer Adjustment (Poster - 198437)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Min Luo, Dr. Xiang Yao

**There is No I in [Component] Team: Exploring Referent Shifts in Multiteam Systems (Poster - 198447)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alexandria Noelle Wentworth, Dr. Marissa L. Shuffler, Edward Iannone, Jasmine Brown, Maddigan McGuinness, Marlee Elizabeth Johnson, Riley Heffernan

**AI and Work Teams: Houston, We Have Collaboration (Poster - 198564)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Isabel Skovera, Jacob Breaux, Lauren Hunt

**The Effect of Virtuality on Newcomer Socialization (Poster - 198574)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jerod Cody White, Dr. Tara S. Behrend

**A Profile-Based Approach to Examining Gender Differences in Vocational Interests (Poster - 198588)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jasil yog Pearson, Kenneth Eduardo Granillo-Velasquez, Kevin Hoff, Srinija Kondur

**How We Feel: Understanding the Emergence of Team Emotions (Poster - 198609)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Nathan Baker

**The Longitudinal Impact of STEM Shock Experiences on STEM Career Outcomes (Poster - 198646)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Megan McSpedon, Margaret Beier, Michelle Hyun Ji Kim, Ms. Ashley Rittmayer Hanks

**Mediated Regulatory Dynamics and Training Transfer Outcomes (Poster - 198693)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall



Speakers: Javon Davis, Dr. Eric A. Surface, Dr. Jeffrey Olenick

**The Road to Unit Cohesion (Poster - 198719)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Madison Brumbaugh, Dale Russell, Dr. Patrick J. Rosopa, Dr. Peter Roma, Elizabeth Smith, Rebecca Nicole Pool

**Is Relationship Building or Feedback Seeking More Beneficial for Newcomers (Poster - 198748)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Haoying Xu, David Abonneau, Dr. Berrin Erdogan, Dr. Robert C. Liden, Talya Bauer, Serge Perrot

**9:00 AM - 10:20 AM**

**DIY KSAOs: Career Exploration for I-O Graduate Students (Alternative Presentation - 197625)**

Location: Swissotel Vevey 1/2

Speakers: Brittany Lynner, Alec Jorge Calvo, Bryan J. Dik, Daniele A. Bologna, Brian Cawley, Dr. Brittne Shepherd, Dr. Gena L. Cox, Ph.D., Dr. Joshua J. Prasad, Dr. Richard A. Mendelson, Dr. Rose A. Mueller-Hanson, Ryan Duffy, Julia Lynn Otero Beckel, Kelsie L. Colley, Nathan Price, Rachel Pohlman, William Luse

**9:00 AM - 10:20 AM**

**Ethical AI-Based Assessment in Practice (Panel Discussion - 196998)**

Location: Swissotel Vevey 3/4

Speakers: John A. Weiner, Dr. Ann Marie Ryan, Dr. Charles A. Handler, Dr. Liberty J. Munson, Dr. Nancy T. Tippins, Dr. Richard N. Landers

**9:00 AM - 10:20 AM**

**Content Validity Court Decision: Tatum, 2022; An Insider's Analysis and Insights (Master Tutorial - 198548)**

Location: Zoom Room 2

Speaker: Dr. Joel P. Wiesen

**9:00 AM - 10:20 AM**

**Brain Gain: Cognitive Ability in Selection Research and Practice (Panel Discussion - 198199)**

Location: Zoom Room 3

Speakers: Dr. Deniz S. Ones, Bennett E Postlethwaite, Dr. Chockalingam Viswesvaran, Dr. Huy Le, Dr. In-Sue Oh, Dr. Jeffrey M. Cucina, Konrad Kulikowski, Theodore L. Hayes

**9:00 AM - 10:20 AM**

**From Zero to Hero: Building a People Analytics Unit From Scratch (Includes Comedy) (Alternative Presentation - 198578)**

Location: Swissotel Zurich AB

Speakers: Dr. Michael N. Bazigos, Dr. Carl R. Persing, Dr. Lilia Hayrapetyan, Dr. Randy Lim, Dr. Suman Lam

**9:00 AM - 10:20 AM**

**Designing an Open-Source Online Laboratory for Employee Survey Items and Norms (Alternative Presentation - 198031)**

Location: Swissotel Zurich C

Speakers: Paul M. Mastrangelo, Dr. Salvatore V. Falletta, Sara Weiner, Dr. William H. Macey

**9:00 AM - 10:20 AM**

**Experiments on Work–Nonwork Boundary Challenges (Symposium - 197604)**

Location: Swissotel Zurich D

Speakers: Dr. Daniel Ravid, Anna Neumer, Asia Rigel Corwin, Dr. Ellen E. Kossek, Dr. Julie H. Wayne, Dr. Leslie B. Hammer, Dr. MacKenna L. Perry, Dr. Russell A. Matthews, Dr. Sabrina D. Volpone, Dr. Wendy J. Casper, Jiayun Xu, Julia Iser-Potempa, Katie M Lawson, Marla L. White, Meredith Lehman, Sabine Sonnentag, Sambhrant Dhakal, Shalene Allen, Todd Bodner

**9:00 AM - 10:20 AM**

**Moving Past Pizza Parties: The Practical Application of Recognition in Organizations (Alternative Presentation - 198751)**

Location: Swissotel Zurich EF

Speakers: Dr. Rachel T. Hill, Adam T. Myer, Dr. Matthew R. Grossman, Dr. Stephanie L. Murphy, Emily Lorenz

**9:00 AM - 10:20 AM**

**COI: I-O Training and Generative AI—What, How, When, and Why? (Community of Interest - 199569)**

Location: Swissotel Zurich G

Speakers: Dr. Shanique G. Brown, Bharati B. Belwalkar, Dr. Myia S. Williams, Dr. Steven R. Toaddy

**9:00 AM - 11:00 AM**

**Conference Career Center Open House**

Location: Hyatt Crystal Ballroom & Foyer

**9:00 AM - 10:00 AM**

**Local I-O Group Leaders Meet & Greet**

Location: Hyatt Randolph 3

**10:00 AM - 10:50 AM**

**Invitation Only - Coffee and Connections**

Location: Hyatt Regency B

10:30 AM - 11:20 AM	<p><b>Making "The Big Stay" Work for You: Reinventing Development for Tomorrow's Workforce (Panel Discussion - 198812)</b></p> <p>Location: Hyatt Ballroom A Speakers: Ms. Amber Marie Gettis, Ciara S. Riehl, Haley Freese, Julia Markus, Kennon C. Kasischke</p>
10:30 AM - 11:20 AM	<p><b>Burned Out and Overburdened, Now What? A Discussion With Healthcare Leaders and Scholars (Panel Discussion - 198708)</b></p> <p>Location: Hyatt Ballroom B Speakers: Lizzie Bell, Anna V. Wolf, Caroline George, Donald Wiper, Dr. Marissa L. Shuffler, Dr. Nastassia M. Savage, Thomas Britt, Emily Hirsh, Katelyn Hedrick, Michael A. Rosen</p>
10:30 AM - 11:20 AM	<p><b>Practical Machine Learning: ML Techniques for Big Qualitative Data and Demo (Alternative Presentation - 198667)</b></p> <p>Location: Hyatt Ballroom EF Speakers: Catrina Notari, Andrés Gutiérrez Ruiz, Lisa Black</p>
10:30 AM - 11:20 AM	<p><b>Bringing I-O Expertise to Innovation: Can We Have the Best of Both Worlds? (Panel Discussion - 198735)</b></p> <p>Location: Hyatt Ballroom N CD Speakers: Ms. Christine E. Boyce, Dr. Anthony S. Boyce, Dr. Eric E. Brasher, Dr. Jamie Donsbach Levy, Dr. W. Robert Lewis, Ms. Brooke Von Plinsky</p>
10:30 AM - 11:20 AM	<p><b>IGNITE + Facilitated Session: Creating Value Beyond, or in Place of, the Survey (Ignite - 198580)</b></p> <p>Location: Hyatt Ballroom S CD Speakers: Dr. Brittany Head, Dr. Maureen E. McCusker, Kian Conwell Betancourt, Meghan O'Brien, Thomas Hanna</p>
10:30 AM - 11:20 AM	<p><b>Reducing Bias and Improving Accuracy in Asynchronous Video Interviews (Symposium - 197757)</b></p> <p>Location: Hyatt Grand Hall H Speakers: Dr. Deborah M. Powell, Alexander MacIntosh, Dr. Jason G. Randall, Dr. Joshua S. Bourdage, Dr. Klaus G. Melchers, Dr. Michelle Martin-Raugh, Nicolas Roulin, Dr. Scott Highhouse, Henri Maindidze, Johannes Basch, Katrisha Smith, Lucas Weihrauch, Madeline Elizabeth Springle, Maxwell James Box, Shahad Abdulrazaq, Yiyu Xie</p>
10:30 AM - 11:20 AM	<p><b>Must I-O Professionals Be Licensed? Updates on Licensure and an I-O Credential (Alternative Presentation - 197663)</b></p> <p>Location: Hyatt Grand Hall I Speakers: Dr. Elliot D. Lasson, Dr. Amy DuVernet, Dr. Daniel A. Schroeder</p>
10:30 AM - 11:20 AM	<p><b>New Insights Into Personality and Self-Regulation in Counterproductive Work Behaviors (Symposium - 198617)</b></p> <p>Location: Hyatt Grand Hall J Speakers: Dr. Brittany K. Mercado, Dr. Brenton M. Wiernik, Dr. Deniz S. Ones, Dr. Michael P. Wilmot, Dr. Stephan Dilchert, Professor Casey A. Giordano, Yilei Wang, Ziyu Ren</p>
10:30 AM - 11:20 AM	<p><b>The Road Less Traveled in Academia: "Academic Professional" Positions for I-Os (Panel Discussion - 197581)</b></p> <p>Location: Hyatt Grand Hall K Speakers: Steven Zhou, Carolyn J. Winslow, Dr. Adriane M.F. Sanders, Dr. Christine Healy, Nathan Price, Rachel Whitman Rotch</p>
10:30 AM - 11:20 AM	<p><b>Gender in the Workplace: Are the Dynamics Changing? (Symposium - 197250)</b></p> <p>Location: Hyatt Grand Hall L Speakers: Jenna Bowker, Angela Grotto, Dr. Katina Sawyer, Dr. Steve W.J. Kozlowski, Jennifer Merluzzi, Julia Melin, Margaret Ormiston, Poonam Arora, Reut Livne-Tarandach, Sophie Pychlau, Ursula Martin</p>
10:30 AM - 11:20 AM	<p><b>Future of Performance Prediction and Evaluation: Artificial Intelligence and Big Data (Symposium - 197956)</b></p> <p>Location: Hyatt Grand Hall MN Speakers: Gloria Liou, Christine Seitz, Danielle Van Jaarsveld, Dr. Charles A. Handler, Dr. David D. Walker, Fred Oswald, Dr. Houston F. Lester, Dr. Jinyan Fan, Louis Tay, Dr. Michael H. Chetta, Dr. Tara S. Behrend, Tianjun Sun, Emily Gregg, Evan Mulfinger, Felix Wu, Gabrielle Voiseux, Jingyi Li, Jordan Everett, Karyssa Courey, Katerina Feddersen, Louis Hickman, Pengda Wang, Shanel LaShay Brown, Sima Sajjadi, Yaojia Chen, Zihan Liu</p>
10:30 AM - 11:20 AM	<p><b>The Present and Future of Recruitment in a Complex and Evolving Societal Context (Panel Discussion - 196995)</b></p> <p>Location: Swissotel Montreux 1 Speakers: Dr. David G. Allen, Dr. Jerel E. Slaughter, Dr. Michelle (Mikki) Hebl, Dr. Patrick F. McKay, Youjeong Song</p>

10:30 AM - 11:20 AM

**Igniting SIOP’s Top Workplace Trends With I-O Thought Leaders (Ignite - 197900)**

Location: Swissotel Montreux 2/3  
Speakers: Dr. Julia B. Haas, Jennifer Egan, Ms. Emilie Seyfang

10:30 AM - 11:20 AM

**Poster Sessions**

**Development and Validation of a Measure of Thinking-in-Time in Army Officers (Poster - 196935)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Amanda Anderson, Cary Stothart, Ph.D., Connor Bartholomew, Dr. Kingsley C. Ejiogu, Dr. Ronald P. Vega, Jingyuan Xie, Nativita R. Kaminski, Rachel Taylor

**The Impact of Asynchronous Video Interview Design Features on Evaluator Ratings (Poster - 196973)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speaker: Ethan James Ray

**Artificial Language Tests and Other Predictors of Foreign Language Training Success (Poster - 197136)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Dr. Jeffrey M. Cucina, Dr. Laura P. Bryant, Jessica Rose Carre, Jill Petro, Kimberly J. Wilson, Lisa M Malik, Maria Elena De la Flor Musso, Miss Lisa Votraw, Scott K. Burtnick

**Natural Language Processing Dictionaries of Competencies and Personality Traits for P (Poster - 197191)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Dr. Emily D. Campion, Dr. Michael A. Campion, Mr. Marc Fogel

**The Use of Large-Scale Complex Microworlds in Personnel Selection (Poster - 197377)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Gabrielle Teyssier-Roberge, Helen Hodgetts, Sébastien Tremblay

**Integrating Ensemble Machine Learning Methods to Improve Selection Decisions (Poster - 197387)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Nathaniel Voss, Cassandra Chlevin, Chi-Leigh Warren, Frank Bryan Giordano, Leah S. Klos, Mr. Jin Lee

**The Effect of Test Preparation on the Predictive Validity of Admission Test Scores (Poster - 197404)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: You Zhou, Anne Marie Griebie, Dr. Paul R. Sackett, Liza Meredith, Nathan R. Kuncel

**Development of a Logical Reasoning Test for Selection of Intelligence Specialists (Poster - 197409)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Dr Shujaat F. Ahmed, Dr. J. Anthony Bayless

**Investigating Order Effects in Presentation of MFC Personality Items (Poster - 197411)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Virginia Cheng, Dr. Philseok Lee, Steven Zhou

**An Updated Meta-Analysis on Situation Judgment Test Validity (Poster - 197496)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: You Zhou, Filip Lievens, Dr. Paul R. Sackett, Jomel Wei Xuan Ng, Liyan Xi, Yixin Tian

**Put on Your Blinders: Could Transcription Eliminate Gender Bias in Interviews? (Poster - 197649)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Rachael Hope Pyram, Alexandra Funk, Andreas Frintrup, Connor Eichenauer, Dr. Ann Marie Ryan

**Examining Personality Assessment Fairness Across Gender and Sexual Orientation (Poster - 197727)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Ryan Allen Rush, Ph.D., Dr. Alise Dabdoub, Ph.D., Linda Muller

**Evaluation of Short Attention Tests for Selecting Navy Air Traffic Controllers (Poster - 197758)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Joseph Coyne, Alex Burgoyne, Christopher Draheim, Ciara Sibley, Cyrus Foroughi, Kaylin Strong, Randall W. Engle, Rebecca NeSmith

**Social Entrepreneurs Everywhere? Biases in Self-Reports of Social Entrepreneurship (Poster - 197763)**

10:30 AM - 11:20 AM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Henrik Heinemann, Maximilian Weldert, Prof. Philipp Schäpers

**Fear of Missing Out: How to Identify False Negatives in the Hiring Process (Poster - 197840)**



10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Gabrielle Danna, Dr. Allison N. Besl, Dr. Anthony S. Boyce, Dr. Dan V. Simonet, Jennifer L. Harvel, Rd Mitra, Xuan Ye

**The Errors Tour: The Era of User Engagement Effects on AI Interview Validity (Poster - 197969)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emily Gregg, Ashley Sylvara, Tianjun Sun

**A Comparison of the Criterion-Related Validity of College Degrees Versus Assessments (Poster - 197974)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Jeffrey M. Cucina, Dr. Crystal Dawn Connors, Dr. Laura P. Bryant, Jessica Rose Carre, Jill Petro, Kevin A. Byle, Miss Lisa Votraw, Scott K. Burtnick, Sharon McKean, Shelby M. Joseph

**Revisiting Indifference of the Indicator: Group Differences Across Test Composites (Poster - 198086)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Isaac Bazian, Dr. Paul R. Sackett, Nathan R. Kuncel, Samuel Lee

**Evaluating Machine Learning Methods to Predict Turnover: Modeling Imbalanced Criteria (Poster - 198096)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Oren R. Shewach, Dr. Dan J. Putka, Dr. Daniel J. Ingels, Dr. Jeffrey A. Dahlke, Mr. Michael Ingerick

**The Effect of Job Interview Question Type on Faking and Applicant Reactions (Poster - 198146)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Damian Canagasuriam, Nicolas Roulin

**A Randomized Trial of Adjustments to AVIs for Autistic Candidates (Poster - 198152)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Annika Lia Benson, Dr. Colin Willis, Dr. Joshua J. Prasad, Kelsie L. Colley

**Trends in Workplace Discrimination Claims and Outcomes: A Systematic Review (Poster - 198159)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Hayden Nelson, Adam Fults, Alexander Davy, Anne Simpson, Dr. Xiaowen Chen, Elizabeth Curtis, Macy Daulton

**The Use of Machine Learning to Evaluate Personal Competencies in Resumes (Poster - 198331)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jennifer P. Green, Ahmed Kamel, Ana Danilochkina, Anushree Parsai, Árdís Elíasdóttir, Chiheb Daoues, Dr. Anthony S. Boyce, Dr. Robert W. Stewart, Hasnaa Daoud, John Kenton Pate, Josiah Michael Narog, Mikey Wilson, Pranali Ghagare, Salman Khan Pathan, Tania Bakhos

**The Unique Contribution of Credit Information in the Selection Process (Poster - 198346)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Patrick M. McCarthy, Dr. Mark C. Frame, Mandy Matsumoto, Zeinab Mostafa

**The Effect of Device-Type on Cognitive UIT Mean Scores, and Psychometric Properties (Poster - 198357)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nidhal Mazza, Ashleigh Williams, Beomgyu Park, Dr. Bryan D. Edwards, Dr. Winfred Arthur, Jr., Zach K. Traylor

**Understanding Candidate Motivations in Elite Military Selection: A NLP Approach (Poster - 198358)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Aaron K. Coombs, Dr. Neil M.A. Hauenstein

**Examining the Effects of Experience on a Biodata Instrument's Predictive Validity (Poster - 198400)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Philip T. Walmsley, Chloe B. Goldman, Henry F. Thibodeaux, Mr. Andrew DeCesare, Zachary Levey

**Global Trends in Mobile Device Usage for Assessments (Poster - 198546)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Tara K. McClure, Julia Schäke, Marie Wendel, Nino Sziedell

**Does Trait Relevance Moderate the Personality–Job Performance Relationship? (Poster - 198661)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nidhal Mazza, Benjamin D. Schulte, Beomgyu Park, Dr. Winfred Arthur, Jr., Mathew Neuman

**What's in a Word? The Impact of SJT Action Sentiment on Responding Behavior (Poster - 198677)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

	<p>Speakers: Joy Pawirosetiko, James Perrotta</p> <p><b>Selecting for Learning Agility: Validation of a Personality-Based Measure (Poster - 198760)</b></p> <p>10:30 AM - 11:20 AM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Jacob Wessels, Dr. Tara K. McClure</p> <p><b>Tech Meets Tech: Applying Automated Item Generation to Technology Certification Exams (Poster - 198782)</b></p> <p>10:30 AM - 11:20 AM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Dr. Gregory M. Hurtz, Brooke Dresden, Mr. Steve R. VanKrevelen</p>
10:30 AM - 11:20 AM	<p><b>AI Beyond Prehire: Academic and Professional Perspectives on its Ethical Use (Alternative Presentation - 198254)</b></p> <p>Location: Swissotel Vevey 1/2</p> <p>Speakers: Davide Cannata, Hanyi Min, Dr. Richard Justenhoven, Dr. Sang Eun Woo, Tianjun Sun, Michael Schwendeman, Ph.D., Mrs. Caitlynn Sendra, Yizhen Egin Zhu</p>
10:30 AM - 11:20 AM	<p><b>ChatGPT, Make a Catchy Title About Using Generative AI in Assessments (Symposium - 196502)</b></p> <p>Location: Swissotel Vevey 3/4</p> <p>Speakers: Christopher Huynh, Dr. Dan J. Putka, Dr. Ivan Hernandez, Dr. Neil M.A. Hauenstein, Dr. Richard N. Landers, Dr. Tara S. Behrend, Emily Kim, Jessica Wang, Lina Huang, Victor Ellingsen, Yasmine Elfeki, Zachariah Roper</p>
10:30 AM - 11:20 AM	<p><b>Diversity Training Research: Extending Outcomes With Transfer and Leadership Impact (Symposium - 197268)</b></p> <p>Location: Zoom Room 1</p> <p>Speakers: Dr. Sandra L. Fisher, Anouk Decuyper, Ph.D., Ayfer Veli Korkmaz, Constantina Rokos, Dr. Alex P. Lindsey, Dr. Devalina Nag, Dr. Eden B. King, Dr. Enrica N. Ruggs, Dr. Kristen P. Jones, Lena Knappert, Marloes L van Engen, René Schalk, Svetlana Khapova</p>
10:30 AM - 11:20 AM	<p><b>Leadership Potential in Posthire Applications: Models, Tools, and Best Practice (Panel Discussion - 197421)</b></p> <p>Location: Zoom Room 2</p> <p>Speakers: Martin Lanik, Dr. Gunnar Schrah, Dr. Marino Mugayar-Baldocchi, Dr. Scott C. Erker, Matthew J. Betts, Timothy William Bromley</p>
10:30 AM - 11:20 AM	<p><b>Equitable Design in Assessment Space: Best Practice, the Reality, and Challenges (Panel Discussion - 197239)</b></p> <p>Location: Zoom Room 3</p> <p>Speakers: Maria Schuchinsky, Cpsychol, AFBPsS, Kristin Allen, Dr. Mats P. Englund, Elizabeth Simone Jenerson, Fabian Alexander Abel, Sean Michael Noble, Sebastian Clifton</p>
10:30 AM - 11:20 AM	<p><b>A Lesson From the Past: Implementing DEIA in Today's Workplace (Panel Discussion - 198128)</b></p> <p>Location: Swissotel Zurich AB</p> <p>Speakers: Hina Ullah, Amanda Reid, Dr. Gena L. Cox, Ph.D., Dr. Lesley A. Perkins, Dr. Ludmila Praslova, Jamal Cottman, Scott Hoesman, Tamara Bruce</p>
10:30 AM - 11:20 AM	<p><b>Low Hanging Fruit for High Research ROI? Mentoring Undergraduate Research Assistants (Alternative Presentation - 197870)</b></p> <p>Location: Swissotel Zurich C</p> <p>Speakers: Rosalyn Stoa, Destiny M. Castro, Michael Spooner, Ms. Sin-Ning Cindy Liu, Olivia Detry, Regan A. R. Gurung, Rose Siuta</p>
10:30 AM - 11:20 AM	<p><b>Transit and Truck Drivers' Shiftwork, Sleep, and Health (Symposium - 198177)</b></p> <p>Location: Swissotel Zurich D</p> <p>Speakers: Dr. Ryan Olson, Andrew W McHill, Brad Wipfli, Chloe Hery, Talya Bauer, Dr. W. Kent Anger, Orfeu Buxton, Peter Graven, Sean Palmer Marquardt Rice, Todd Bodner</p>
10:30 AM - 11:20 AM	<p><b>Broadening Insights on the LGBTQ+ Work-Life Interface (Symposium - 197286)</b></p> <p>Location: Swissotel Zurich EF</p> <p>Speakers: Dr. Danielle M. Gardner, Chardae Henry, Danielle Grace West, Dr. Gwenith G. Fisher, Dr. Joshua J. Prasad, Dr. Larry R. Martinez, Dr. Nicholas P. Salter, Dr. Tammy D. Allen, Emily Martinez-Lares, Joseph Regina, Rachel Perpich, Zhi Luo</p>
10:30 AM - 11:20 AM	<p><b>COI: What Is Human? Exploring the Interconnection of Humans and AI (Community of Interest - 199552)</b></p> <p>Location: Swissotel Zurich G</p> <p>Speakers: Dr. Roza Jankovic, Dr. Alexandra Harris-Watson, Dr. Richard N. Landers</p>
11:30 AM - 1:00 PM	<p><b>Midday Break</b></p>

12:00 PM - 12:50 PM	<b>Virtual Bingo!</b> Location: Virtual
1:00 PM - 1:50 PM	<b>EEOC/OFCCP Practitioners: Biden or Trump 2.0? What to Expect in an Election Year (Panel Discussion - 197718)</b> Location: Hyatt Ballroom A Speakers: Ms. Joanna L. Colosimo, Dr. Julia Bayless, Dr. Mike G. Aamodt, Michelle Duncan, Shannon Miller
1:00 PM - 1:50 PM	<b>What's nEXt for EX? The Current State and Future Landscape of Employee Experience (Panel Discussion - 197081)</b> Location: Hyatt Ballroom B Speakers: Katherine Gibbard, Amy F. Huber, Dr. Christopher K. Adair, Michelle W. Mullins, Nikola Hartling
1:00 PM - 1:50 PM	<b>Mastering 360° Feedback: A Practitioner's Playbook for Success (Panel Discussion - 197086)</b> Location: Hyatt Ballroom EF Speakers: Cassandra Walter, Dr. Charmane Harrison, Dr. Elizabeth J. Lust, Mr. Jason D. Frizzell, Mr. Nathan K. Studebaker, Ms. Lauren R. LaBat, Paul E. Glatzhofer
1:00 PM - 1:50 PM	<b>"Working" in Chicago: Lessons in Storytelling From Studs Terkel (Panel Discussion - 198020)</b> Location: Hyatt Ballroom N CD Speakers: Dr. Patrick Gavan O'Shea, Dr. Lisa M. Kath, Dr. Michael J. Zickar, Dr. Nancy T. Tippins
1:00 PM - 1:50 PM	<b>Advancing Organizational Science With Process Theory, Data, and Analytics (Panel Discussion - 198416)</b> Location: Hyatt Ballroom S CD Speakers: Dr. Georgia T. Chao, Dr. Goran Kuljanin, Dr. James A. Grand, Dr. Michael T. Braun, Dr. Steve W.J. Kozlowski
1:00 PM - 1:50 PM	<b>Short, Sweet, and Meaningful: The Power of Single-Item Measures (Alternative Presentation - 197061)</b> Location: Hyatt Grand Hall H Speakers: Dr. Jaclyn Martin Kowal, Andrew Samo, Cory S. Adis, Dr. Jessica M. Badger Darrow, Kristen Horgen, Dr. Paul E. Spector, Dr. Russell A. Matthews, Dr. Stephanie A. Andel, Ms. Laura April Pineault
1:00 PM - 1:50 PM	<b>Invited: Promoting SIOP Volunteer Leadership: Lessons From the trenches (Special Event - 199607)</b> Location: Hyatt Grand Hall I Speakers: Dr. Maryalice Citera, Dr. Bill Handschin, Dr. Eileen M. Linnabery, Dr. Alan J. Tomassetti, Dr. Meisha-Ann Martin, Dr. Comila Shahani-Denning, Dr. Robert F. Calderon, Dr. Donna Landau Sylvan, Meredith F. Burnett, Ph.D., Jamie Forman, Ms. Jill L. May, Dr. Amanda L. Thomas
1:00 PM - 1:50 PM	<b>Breaking Barriers: Tackling Gender Differences in Selection (Ignite - 198510)</b> Location: Hyatt Grand Hall J Speakers: Dina Fleyshmakher, Cassidy Nicole Griffin, Dr. Christa P. Bupp, Dr. Nitya Chawla, Jonas Sutphin, Kaitlin Ann Busse, Lia Crowley, Linnea Ng, Reggie Romain, Yochi Cohen-Charash, Ph.D.
1:00 PM - 1:50 PM	<b>Validity Transportability Today: Same Issues, Different Day? (Panel Discussion - 198511)</b> Location: Hyatt Grand Hall K Speakers: Dr. Amanda D. Allen, Deborah Gebhardt, Dr. Joseph D. Abraham, Dr. Mark A. LoVerde, Dr. S. Morton McPhail, John A. Weiner
1:00 PM - 1:50 PM	<b>When Creativity Hits the Practitioner's Fan: Examining Creativity in Practice (Panel Discussion - 197206)</b> Location: Hyatt Grand Hall L Speakers: Dr. Kimberly S. Nei, Dr. Lauren Blackwell Landon, Dr. Ryan P. Royston, Emily Nusbaum, Nadine Tresa Maliakkal, Philip Simmons
1:00 PM - 1:50 PM	<b>Avoiding Irrelevance in Hiring: Predicting the Outcomes That Matter (Panel Discussion - 198028)</b> Location: Hyatt Grand Hall MN Speakers: Dr. Carter Gibson, Andrew J. Barsa, Dr. Swadeep U. Patel, Kendrick Settler, Ms. Sara Andrews
1:00 PM - 1:50 PM	<b>Recruiting Research and Analytics: Tales From the Field (Alternative Presentation - 198362)</b> Location: Swissotel Montreux 1 Speakers: Kate LaPort, Danilo Le Sante, Dr. Allison N. Besl, Erin O'Brien, Justin D. Purl



1:00 PM - 1:50 PM

### **In Our Own Backyard: Diversity Science in Academic Work Contexts (Symposium - 197431)**

Location: Swissotel Montreux 2/3

Speakers: Dr. Jennifer L. Wessel, Alexandra Kuvaeva, Allison Danielle Gutierrez, Christina Alston, Cynthia Werner, Damani White-Lewis, Dillon Stewart, Dr. Christiane Spitzmueller, Dr. Christine L. Nittrouer, Dr. Eden B. King, Fred Oswald, Dr. Juan Madera, Dr. Michelle (Mikki) Hebl, Elisabeth Rose Silver, Jazmin Vanessa Argueta-Rivera, Jeff Nittrouer, Karyssa Courey, KerryAnn O'Meara, Mark Torres, Peggy Lindner, Silvia Dee, Theodore Masters-Waage, Theresa Chatman, Wenyi Gu

1:00 PM - 1:50 PM

### **Poster Sessions**

Location: Hyatt - Riverside Exhibit Hall

#### **Perceptions of Work–Life Balance in Latina Emerging Adults (Poster - 197783)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Christina Soulios, Dionne Patricia Stephens, Dr. Valentina Bruk-Lee, Juan Sebastian Castillo-Perez

#### **Development and Validation of an Organizational Justice Measure for Medical Trainees (Poster - 196521)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: You Zhou, Dr. Michael J. Cullen, Dr. Paul R. Sackett

#### **Achievement Goal Orientation and Employee Creativity: A Meta-Analysis (Poster - 196795)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Sampoorna Nandi, Dr. Logan L. Watts

#### **The Intermediate Role of Employee Reactions to Change: An Empirical Investigation (Poster - 196802)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Guangrong Dai, Dr. Kenneth P. De Meuse, Veronica Schmidt Harvey, Kim E. Ruyle

#### **Customer-Initiated Illegitimate Tasks and Organization-Directed Citizenship Behavior (Poster - 196893)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Richard Currie, Juseob Lee

#### **Workload and Motivation in the Post-COVID Workplace: Is Commitment the Connection? (Poster - 197125)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Alicia Stachowski, Hallie Krueger, Kate Sulzle

#### **Does Having a Paradox Mindset Lead to Well-Being and Performance? (Poster - 197282)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Louis Tay, Audrey Palmeri

#### **Work Mental Labor: Investigating Mental Labor and its Outcomes Beyond the Home (Poster - 197340)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emma Stephenson, Dr. Laura S. Fruhen, Dr. Serena Wee, Patrick Benetti, Professor Gillian B. Yeo

#### **Employees' Daily Activity Patterns and Well-Being: Based on the US Time Use Survey (Poster - 197459)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Shumin Zheng, Mr. Yumeng Yue, Prof Kristina Potocnik

#### **Making Long Work Hours Work: Exploring the Nonwork Time Sacrifices of Working Parents (Poster - 197566)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lin Lu, Annie Nottingham, Dr. Lauren Kuykendall, Julia Woods, Madeline Elizabeth Wonders, Peter Joseph McEachern, Riho Ikeda

#### **Was This Part of the Plan? Examining Self-Control, Planning, and Interruptions (Poster - 197666)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dominic Fedele, Brett Wallace, Dr. Patrick D. Converse, Lauren Soda

#### **Parents' Work–Life Boundary Management Strategies for Remote Work in the New Normal (Poster - 197771)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Ashleigh Dickson

#### **Good Intentions, Bad Outcomes: How Family Motivation Can Lead to Work–Family Conflict (Poster - 197791)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yujia Li, Dr. Jason L. Huang, Jian Liang, Miss Danyang Du

#### **“I’ll Respond When I Return”: How Workgroup Norms Impact Away Messages and Vacations (Poster - 197861)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Lauren Kuykendall, Lilian O'Sullivan, Mindy Wu, Peter Joseph McEachern, Xueyi "Sherry" Liao

**We're Not Done Yet: Investigating Federal Employee Resources in Later Pandemic Stages (Poster - 197878)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Traci Bricka, Dr. Benjamin E. Liberman, Dr. Coty S. Hoover

**Advancing Measurement of Supervisor Support for Parental Leave (Poster - 197962)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Candice L. Thomas, Diego Theisen, Georgia Smith, Madeline L. Billeaud, Mario Diaz, Natalie Lamb

**Examining the Childcare Outcomes of Employees With Exceptional Care Responsibilities (Poster - 198003)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Dr. Benjamin E. Liberman

**Work-Family Balance and Life Satisfaction in Dual-Income Couples (Poster - 198051)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Madeline L. Billeaud, Alexius E. Strasburg, Dr. Candice L. Thomas, Haley Cobb, Kristen Wathen, Madison Veres

**Breaking Down Barriers: FSSB's Role in Overcoming Breastfeeding Bias (Poster - 198071)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Patricia Guerrero, Dr. David F. Arena, Jr.

**Impact of Organizational Justice and Perceived Leader Integrity on Employee Attitudes (Poster - 198083)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Elizabeth Furrow, Dr. Margaret E. Brooks

**From Task Conflict to Relationship Conflict: The Moderating Effects (Poster - 198238)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Heekyeong Kim, BA

**The Impact of Side Hustle on Stress Appraisal and Proactive Behavior (Poster - 198262)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Shiqi Xiao, Jane Yan Jiang

**When Workers Become Parents: How Parental Involvement Facilities Work Absorption (Poster - 198337)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mengyin Li, Guihang Qin, Zhengguang Liu

**Speaking Up as A Mixed Blessing: Within-Individual Consequences of Voice Behavior (Poster - 198406)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Noriko Tan, Dr. Yao Jingxian

**Boundary Management and Work-Nonwork Conflict: A Meta-Analysis (Poster - 198418)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alyssa Lezcano, Dr. Tammy D. Allen, Hattie Wilczewski, Molly Schoffel

**Clarifying the Effects of Commuting Demands on Domain-Specific Well-Beings (Poster - 198479)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kevin C. Loo, Dr. Christopher Wiese, Dr. Lauren Kuykendall, Seth Kaplan, Dr. Ze Zhu

**Gender Differences in Physiological Responses to Work-Family Conflict Events (Poster - 198542)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Katherine Fecteau, Dr. Kristen M. Shockley, Dr. Winny Shen

**Happy Worker, Happy Life? A Meta-Analysis of Job Satisfaction and Subjective Well-Being (Poster - 198583)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Sierra René Stryker, Brandon Kang, Dr. Brian J. Hoffman, Dr. Jorge Lumbreras

**Who Helps? The Role of EI, Agency, and Communion (Poster - 198660)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Rebecca Reed, Daniel A. Newman, Ning Hsu

**Which Star We Welcome: The Study of Colleagues' Reaction to Different Star Newcomers (Poster - 198684)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: JiaYu Li, Huang Jianwei, Xiao Deng, YaYing Huang

**Identification of Recovery Activities Associated With Recovery Experiences (Poster - 198767)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Juseob Lee, Boram Kim, Dr. Steve M. Jex, Ken Barton

**Intrinsic Job Factors Moderate Compensation and Job Satisfaction in the Public Sector (Poster - 198804)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Paul McAvoy, Dr. Thomas Sy, Laura E. Ashlock, Merab Gomez

**1:00 PM - 1:50 PM**

**Here for the Right Reasons? The Desired and Unintended Consequences of NYC LL 144 (Panel Discussion - 197116)**

Location: Swissotel Vevey 1/2

Speakers: Dr. Emily S. Medvin, Dr. Breanna R. Timko, Dr. Eric J. Sydel, Dr. Mark Alan Smith, Ethan Rothstein, Rachel See

**1:00 PM - 1:50 PM**

**A New Era in Burnout (Panel Discussion - 198351)**

Location: Swissotel Vevey 3/4

Speakers: Paul Coppola, Dr. Mark D. Agars, Leanne Torte, Ryan Taylor Ward McCreedy

**1:00 PM - 1:50 PM**

**Implementing AI for Skills-Based Talent Practices: Perspectives From the Journey (Panel Discussion - 197349)**

Location: Zoom Room 2

Speakers: Matthew Kleinman, Ali Badibanga, Amanda Shull Tomkoria, Dr. Brett W. Guidry

**1:00 PM - 1:50 PM**

**Enhancing Neuroinclusion at Work: Design Thinking Session for Solution Development (Alternative Presentation - 197782)**

Location: Zoom Room 3

Speakers: Ashley Rhodes, Aaron Helton, Brielle Johnson, Carrie Irvin, Lauren Kronenberg, Lea Lynn Yen, Mesaley A. Alemseged

**1:00 PM - 1:50 PM**

**Early-Stage Startups and I-O Psychology: Filling the Void in Science and Practice (Panel Discussion - 198642)**

Location: Swissotel Zurich AB

Speakers: Dane Wagner, Dr. Jonathan M. Canger, Kalifa Oliver, Lynessa M Rico, Mr. Jon C. Willford

**1:00 PM - 1:50 PM**

**Modern Interviewing Roundtable: Best Practices for Remote and AI-Assisted Interviews (Alternative Presentation - 197977)**

Location: Swissotel Zurich C

Speakers: Dr. Neil Morelli, Dr. Christopher J. Hartwell, Dr. Joshua S. Bourdage, Dr. Julia Levashina, Kate Malter McLean, Vlas Zyrianov

**1:00 PM - 1:50 PM**

**“Igniting” Pride at Work: Best Practices for LGBTQIA+ Inclusion (Ignite - 197394)**

Location: Swissotel Zurich D

Speakers: Erica Boucher, Abbey Salvas, Dr. Sabrina D. Volpone, Kelly Gabriel, Lora Bishop, Mr. Thomas Sasso

**1:00 PM - 1:50 PM**

**Machine Learning for I-O 6.0: Applications of Large Language Models (Symposium - 198103)**

Location: Swissotel Zurich EF

Speakers: Dr. Mengqiao (MQ) Liu, Ammar Ansari, Dawn Sepehr, Denver McNeney, Dr. Anthony S. Boyce, Dr. Georgi P. Yankov, Hanyi Min, Dr. Isaac Benjamin Thompson, Dr. Ivan Hernandez, Dr. Richard N. Landers, Tianjun Sun, Feng Guo, John Capman, Ph.D., Kayden Stockdale, Louis Hickman, Siyi Liu

**1:00 PM - 1:50 PM**

**COI: Enhancing Equity Through Culturally Responsive Assessments: Bridging Gaps in I-O (Community of Interest - 199563)**

Location: Swissotel Zurich G

Speakers: Dr. Michelle Martin-Raugh, Emily Gallegos, Katrisha Smith

**2:00 PM - 3:20 PM**

**“Who Are We?”: An Elevator Pitch Competition to Rebrand the Future of I-O Psychology (Ignite - 198656)**

Location: Hyatt Ballroom A

Speakers: Zytaly Magana Corona, Alex Ochoa, Daniella Lockhart, Dr. Jorge Lumbreras, Rachel Ann Hernandez

**2:00 PM - 3:20 PM**

**Zooming to a Halt: The Future of Flexible Work Arrangements and Digitalized Work (Panel Discussion - 197079)**

Location: Hyatt Ballroom B

Speakers: Kirby Hockensmith, Dr. Erin Eatough, Kimberly French, Dr. Larissa K. Barber, Jennifer M. Ragsdale, Mr. George Montgomery, Ms. Jeannie A.S. Nigam

**2:00 PM - 3:20 PM**

**Building Talent Ontologies Quickly With NLP Enhanced Job Analysis (Master Tutorial - 198670)**

Location: Hyatt Ballroom EF

Speakers: Dr. Maureen E. McCusker, Isabelle Ponce-Pore, Michael A Thomas



2:00 PM - 3:20 PM

**Strengthening Culture of Environmental Stewardship: Scientist and Practitioner Insights (Alternative Presentation - 197447)**

Location: Hyatt Ballroom N CD  
Speakers: Dr. Shanon R. Harmon, Dr. Alice F. Stuhlmacher, Dr. Deniz S. Ones, Dr. Elise L. Amel, Dr. Stephan Dilchert, Nicholas Carruth, Thomas S Bateman, Tiana Ritchell, Yagizhan Yazar, Yilei Wang

2:00 PM - 3:20 PM

**Advancing New Approaches to Stressor Appraisal (Symposium - 197997)**

Location: Hyatt Ballroom S CD  
Speakers: Dr. Marcus J. Fila, Chelsea Day Bean, Claudio Torres, Dr. Andrei Ion, Dr. Kristin A. Horan, Dr. Sharon Glazer, Dr. Steve M. Jex, Dr. Victoria L. Pace, Kinjal Chheda, Liron Karpati, Marcel Kern, Ph.D., Maria Daniela Postelnicu, Marvin Schroeder, Norbert K. Semmer

2:00 PM - 3:20 PM

**Invited: Cross-Pollination of Ideas: Insights on I-O Challenges From Outside Scholars (Special Event - 199634)**

Location: Hyatt Grand Hall H  
Speakers: Dr. Cody B. Cox, Anthony Chen, Katherine Cooper, Kristen L. Swigart, Nicole Porter, Robert Bruno

2:00 PM - 3:20 PM

**Stronger Together: A–P Partnerships to Advance the Next Generation of AI Tools (Alternative Presentation - 197059)**

Location: Hyatt Grand Hall I  
Speakers: Gema Ruiz de Huydobro, Dr. David W. Dorsey, Dr. Joshua P. Liff, Dr. Neil Morelli, Dr. Richard N. Landers, Dr. Yael Oelbaum, Elena Auer, Heng Xu

2:00 PM - 3:20 PM

**Beyond the Dictionary: Specialized NLP Applications in I-O Psychology (Symposium - 198102)**

Location: Hyatt Grand Hall J  
Speakers: Dr. Dan V. Simonet, Dr. Dan J. Putka, Dr. Daniel A. Schmerling, Dr. Martin C. Yu, Gary Benattar, Justin ONeal, Mr. James C. Meaden, Oren Rasekh, Rd Mitra, Weiwen Nie, Yan Zhou, Yizhen Egn Zhu

2:00 PM - 3:20 PM

**In With the Old, In With the New: Novel Insights on Foundational DEI Concepts (Symposium - 197129)**

Location: Hyatt Grand Hall K  
Speakers: Horatio Traylor, Adrian S. Tillman, Aylime Bueno (she/her), Dr. David J. Dwertmann, Dr. Derek R. Avery, Dr. Dustin Maneethai, Ph.D., Dr. Enrica N. Ruggs, Fred Oswald, Dr. Kristie L. McAlpine, Dr. Lars U. Johnson, Dr. Mukta Kulkarni, Felix Wu, Karyssa Courey, Kristi Buczek Hatter, Larissa Garcia, George Banks, Stephan Boehm, Tiffany Owens, Victoria Udomsirirat

2:00 PM - 3:20 PM

**Strategic 360 Feedback: What Has Changed in Five Years? (Panel Discussion - 198292)**

Location: Hyatt Grand Hall L  
Speakers: Dr. David W. Bracken, Dr. Anna Marie Valerio, Dr. Christopher T. Rotolo, Dr. Dale S. Rose, Dr. Elaine D. Pulakos, Dr. Janine Wacławski, Dr. Jason Dahling, Keith Goudy

2:00 PM - 3:20 PM

**The Evolving Landscape of Skills-Based Practices: Current State and Future Prospects (Panel Discussion - 197656)**

Location: Hyatt Grand Hall MN  
Speakers: Gauri Rege, Dr. Christina K. Curnow, Dr. Christina Norris-Watts, Dr. Scott M. Reithel, Justin Heck, Michael Blair

2:00 PM - 3:20 PM

**Working Women’s Menstrual and Menopausal Experiences and Behaviors (Symposium - 198006)**

Location: Swissotel Montreux 1  
Speakers: Didar Zeytun, Aqsa Dutli, Belinda Steffan, Debora Debora, Dr. Alicia A. Grandey, Dr. Allison S. Gabriel, Dr. Eden B. King, Dr. Katina Sawyer, Dr. Nitya Chawla, Rachel Hahn

2:00 PM - 2:50 PM

**Poster Sessions**

Location: Hyatt - Riverside Exhibit Hall

**Leader Sex and Race Differences: Comparing Two Designs Predicting Leader Derailment (Poster - 198446)**

2:00 PM - 2:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Adam J. Vanhove, James Krauss, Stephanie Virgine Wormington

**What Happens When Mom Works From Home? A Dual-Penalty Mechanism (Poster - 197004)**

2:00 PM - 2:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speaker: SinHui Chong

**Examining Anti-LGBTQIA+ Legislation as a Mega Threat (Poster - 197124)**

2:00 PM - 2:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Dr. Lindsay Y. Dhanani, Dr. David F. Arena, Jr., Jerry Liu

**Working Hours and Well-Being: A Study of Mothers of Children With Disabilities (Poster - 197629)**

2:00 PM - 2:50 PM  
Location: Hyatt - Riverside Exhibit Hall

Speakers: Mia Alexandra Rodriguez, Diana Ugalde, Dr. Valentina Bruk-Lee

**Cross-Class Interactions and Creative Work Behavior: A Construal Level Perspective (Poster - 197768)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: SinHui Chong, Jiajin (Sophie) Tong, Xinyu Han, Yi Huang

**Relationships Among Internalized Racism, Age, Locus of Control, and Work Engagement (Poster - 197838)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Rachel Lynn Rushing, Darnisha Crockett, Dr. Lisa Finkelstein

**Understanding How and When Inclusive Supervisors Impact Black Employees (Poster - 198117)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Dr. Darryl B. Rice

**Diversity-Valuing Behaviors as a Performance Asset: The Role of DEI Accountability (Poster - 198129)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Darius Washington

**Dimensions of Disability Stigma in Organizational Contexts (Poster - 198143)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Elisa Fattoracci

**Perceptions of Female Leaders: Do Organizational Culture and Employees' Sex Matter? (Poster - 198173)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Vi Ngoc Tuong Phung, Dr. Comila Shahani-Denning, Dr. Rebecca Grossman, Emily Martinez-Lares, Oyindamola Adebo

**How Effective Are Wage Adjustments Really? (Poster - 198178)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Sulan Kith

**Attention, Metastereotypes Ahead! Women's Attention Patterns Toward Job Ads (Poster - 198229)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Aylin Koçak, Delphine Van Muylem, Dr. Eva Deros

**Is the Joke on You? How and Why (Non)Sexist Joking Relates to Work Outcomes (Poster - 198343)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yara Bouckaert, Annika Mertens, David Loschelder, Louisa Vofrei, Meikel Soliman, Nina Jonczyk

**A Model of Prototypicality Perceptions Among LGBT+ Employees (Poster - 198384)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Lindsay Y. Dhanani, Dr. David F. Arena, Jr., Jerry Liu

**Capturing Code Switching: A Scale Development Paper (Poster - 198414)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jason David Kautz, Christina Hymer, Yemisi Bolumole

**Empirically Examining Demographic Differences Through the Lens of Remote Work (Poster - 198417)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Morgan Russell, Amanda J. Drescher, Dr. Daniel P. Meltzer, Dr. Michael S. McGuire

**Self-Efficacy and Performance: The Role of In-Group Dynamics for Non-Native Speakers (Poster - 198429)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Sara J. Perry, Dr. Natalia Lorinkova, Emily Maria Foy, Gabriela Fernandez Castillo

**Inclusion Is What You Do: Operationalizing Inclusion as a Behavioral Construct (Poster - 198435)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Anthony Roberson, Dr. Nicholas P. Salter, Dr. Victoria P. Mattingly

**Self and Other Focused Pathways to Meaningfulness in Native American Workers (Poster - 198440)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Amanda Butler Stephens, Cooper Delafield, Dr. Lori Anderson Snyder, Raechel Sanger, Yomna Helmy

**Buffering the Impact of Discrimination: The Critical Role of Institutional Agents (Poster - 198457)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kristen Campbell, Dr. Donna Chrobot-Mason

**Content Review of DEI Measurement and Theories: In Search of Missing Links (Poster - 198477)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Elaine Atay, Dr. Aisha S. Taylor, Nan Hung Yuan

**Disclosing Miscarriage at Work: Motives, Processes, Outcomes, and Boundary Conditions (Poster - 198525)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nikki Drader, Dr. Allison S. Gabriel, Hoda Vaziri, Zahra Heydarifard

**Prejudice and Comprehensibility of Accented Speech in Hiring Decisions (Poster - 198536)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Artemii Udoenko, Dr. Kelly Bouas Henry

**The Benefits of ADHD? ADHDer's Perceptions of Workplace Task Conflict (Poster - 198537)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Samuel Lawrence Plotnick, Dr. Samantha E. Hancock

**The Unintended Consequences of Positive Stereotypes for Women in Management (Poster - 198585)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Michelle Checketts, Catherine Tinsley, Denise Loyd, Emily T Amanatullah, Taeya Howell

**Perceptions of Diversity Training, Does Framing Make a Difference? (Poster - 198592)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lizzie Bell, Allison Traylor, Alyssa Lander, Lauren Elizabeth Desing, Maria Pilar Del Mastro

**DEI Initiatives and Job Satisfaction—a Meta-analysis (Poster - 198631)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: DuBois Barnes, Julia Barrett

**Analyzing Female Employee Experiences: A Topic Modeling Approach (Poster - 198647)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Fabrice Delice, Yasmine Elfeki

**Day-to-Day Identity Management Among Workers With ADHD: The Role of Social Support (Poster - 198690)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Elizabeth Sarah Bohrer, Dr. Alecia M. Santuzzi, Dr. Lisa Finkelstein, Lauren Luchetti, Robert Thomas Keating

**A Scoping Review of the Workplace Neurodiversity Literature (Poster - 198715)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Evan Nault, Chloe Oberkirch, Dr. Isaac E. Sabat

**Stereotype Threat and Intragroup Marginalization: Racial Trauma in Minority Workers (Poster - 198757)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jessica Jacob Chackoria, Dr. Rachel Sisu Rauvola, Kiana King

**Change in Perceptions of Minority Candidates for Precarious Leader Roles (Poster - 198761)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Anthony Roberson, Dr. Kisha S. Jones, Dr. Samuel T. Hunter

**Racial Discrimination and Work–Family Conflict: A Multiple Mediation Model (Poster - 198815)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nikhil Awasty, Jigyasu(Jigs) Shukla

**2:00 PM - 3:20 PM**

**Caring for Caregivers: Experiences and Solutions to Support Caregivers in Academia (Panel Discussion - 197502)**

Location: Swissotel Vevey 1/2

Speakers: Renee McCauley, Dr. Afra S. Ahmad, Dr. Clair A. Reynolds Kueny, Dr. Ho Kwan Cheung, Dr. Ivona Hideg, Dr. Keaton A. Fletcher, Humaira Hatif, Lauren Offermann

**2:00 PM - 3:20 PM**

**Supporting Employees With Chronic Health Conditions and Disabilities (Alternative Presentation - 197314)**

Location: Swissotel Vevey 3/4

Speakers: Dr. Melissa M. Robertson, Dr. Alecia M. Santuzzi, Alyssa McGonagle, Dr. Christopher E. Whelpley, Dr. Jennifer K. Dimoff, Dr. Jennifer L. Wessel, Dr. Lisa Finkelstein, Mia Kendrick

<b>2:00 PM - 3:20 PM</b>	<b>New Innovations and Advancements in Personality Assessment (Round 3) (Ignite - 198427)</b> Location: Zoom Room 1 Speakers: Dr. Jeff Foster, Peter Harms, Dr. Thomas H. Stone, Moses Bovenschen, Mr. David Mayfield, Ms. Hilary Butera, Ms. Kristin M. Delgado, Yan Yi Lance Du
<b>2:00 PM - 3:20 PM</b>	<b>Mastering Music: Music as a Data Source in I-O Psychology (Master Tutorial - 198396)</b> Location: Zoom Room 2 Speakers: Courtney Busick, Dr. Ivan Hernandez
<b>2:00 PM - 3:20 PM</b>	<b>Too Important to Fade Away: Building DEI Programs That Endure (Panel Discussion - 198692)</b> Location: Zoom Room 3 Speakers: Dr. Michael Hepperlen, Cori Hill, Dr. Sharon Sackett, Keisha Powell, Ken Charles, Paul Knutson
<b>2:00 PM - 3:20 PM</b>	<b>Attracting, Hiring, and Retaining Talent in Law Enforcement (Symposium - 198391)</b> Location: Swissotel Zurich AB Speakers: Dr. Deepshikha Chatterjee, Anna Marie Bending, Bradley Pitcher, Caraline Malloy, Dr. Ann Marie Ryan, Dr. Bradley J. Alge, Dr. Charles A. Scherbaum, Dr. Daniel Ravid, Dr. Elliott C. Larson, Dr. Harold W. Goldstein, Dr. Jennifer R. Rineer, Dr. Ken Yusko, Rick Jacobs, Dr. Tara S. Behrend, J.K. Liebler, Jessica Sobolewski, Joie Magalona, Jordan Elizabeth Holmes, Josee Marie Alanis, Katherine Hoogesteyn, Kurt von Seekamm, Theophilus Kyeremateng, Travis Taniguchi, Yicheng Xue, Yuliya M. Cheban-Gore
<b>2:00 PM - 3:20 PM</b>	<b>Research Incubator: Current Research and Professional Behaviors of the LGB Workforce (Alternative Presentation - 197475)</b> Location: Swissotel Zurich C Speakers: Kristi Buczek Hatter, Alberto Beiza, Dr. Danielle M. Gardner, Dr. Enrica N. Ruggs, Dr. Jessica L. Wildman, Dr. Sabrina D. Volpone, Larissa Garcia, Marionne Sevilla, Mohammed Akib
<b>2:00 PM - 3:20 PM</b>	<b>Driving Personal Growth Through Professional Challenges: I-Os Share Their Stories (Panel Discussion - 197542)</b> Location: Swissotel Zurich D Speakers: Mr. Jürgen Bank, Dr. Brad A. Chambers, Dr. Douglas H. Reynolds, Dr. Harold W. Goldstein, Dr. Nancy T. Tippins, Dr. Suzanne Tsacoumis
<b>2:00 PM - 3:20 PM</b>	<b>Using Analytics to Accelerate Progress on Diversity, Equity, and Inclusion (Symposium - 198114)</b> Location: Swissotel Zurich EF Speakers: Dr. Scott B. Morris, Alison Hartmann, Dr. Daniel V. Lezotte, Dr. Jonathan M. Cottrell, Dr. Patrick F. McKay, Keli P. Wilson, Mr. Brandon A. Fleener, Mr. Maxwell G. Porter, Yi Wang
<b>3:30 PM - 4:00 PM</b>	<b>Coffee Break with the Exhibitors</b> Location: Hyatt - Riverside Exhibit Hall
<b>4:00 PM - 4:50 PM</b>	<b>Navigating Neurodiversity: Neurodiverse Experiences Across Employment Stages (Symposium - 197826)</b> Location: Hyatt Ballroom A Speakers: Elisabeth Rose Silver, Carina Lomberg, Dr. Alecia M. Santuzzi, Dr. Christine L. Nitttrouer, Fred Oswald, Dr. Lisa Finkelstein, Dr. Michelle (Mikki) Hebl, Dr. Susanne M. Bruyere, Emily Neubert, Jared Allen, Lauren Luchetti, Laurine Keller, Matthew Saleh, Robert Thomas Keating, Timothy Vogus, Vicki Chang
<b>4:00 PM - 4:50 PM</b>	<b>Competition: SIOP Student Consulting Challenge (Special Event - 199652)</b> Location: Hyatt Ballroom B Speakers: Briana Squires, Alexi Leann Licata, Dr. Daniel Sachau
<b>4:00 PM - 4:50 PM</b>	<b>Fighting Common Misconceptions Found in Subfields of Organizational Science (Ignite - 198411)</b> Location: Hyatt Ballroom EF Speakers: Kyle Matthew Christenson, Dr. Cort W. Rudolph, Dr. Joseph A. Allen, Dr. Marissa L. Shuffler, Dr. Roni Reiter-Palmon, Matthew Cronin, Payge M. Japp, Professor Nathan T. Carter
<b>4:00 PM - 4:50 PM</b>	<b>Innovations in Hiring for Dynamic Job Environments: A Case Study in Cybersecurity (Alternative Presentation - 197979)</b> Location: Hyatt Ballroom N CD Speakers: David Swiderski, Dr. Jaclyn Martin Kowal, Dr. Rachel C. Dreibelbis, Jordan Dovel, Scott Bedwell
<b>4:00 PM - 4:50 PM</b>	<b>Forging Academic and Business Partnerships: Evolving HR Through Collaboration (Panel Discussion - 197819)</b> Location: Hyatt Ballroom S CD Speakers: Dr. Bethany Dohleman, Angela M. Lane, Dr. Paul D. Bliese, Dr. Sarah Wittman, Michael Jarrett, Timothy Richmond



4:00 PM - 4:50 PM

**Award: Speech by Dunnette Prize Winners (Special Event - 199650)**

Location: Hyatt Grand Hall H

Speakers: Briana Squires, Dr. Ruth Kanfer, Dr. Zhen Zhang, Phillip L Ackerman

4:00 PM - 4:50 PM

**Your Employee Survey Is Done, Now What? Best Practice Reporting and Action Planning (Panel Discussion - 198169)**

Location: Hyatt Grand Hall I

Speakers: Dr. William Shepherd, Christina Fleck, Dr. Joshua L. Brenner, Dr. Meghan R. Lowery, Dr. Rick H. Pollak

4:00 PM - 4:50 PM

**Industrial, Work, and Organizational Psychology and the United Nations: Present and Future (Alternative Presentation - 198272)**

Location: Hyatt Grand Hall J

Speakers: Nick Banerjee, Dr. Ishbel McWha-Hermann, Morrie Mullins, Dr. Sharon Glazer, Julie B. Olson-Buchanan

4:00 PM - 4:50 PM

**Machine Learning for I-O 6.0: Advances in Organizational Applications (Symposium - 197350)**

Location: Hyatt Grand Hall K

Speakers: Louis Hickman, Brent Anthony Stevenor, Buddhi Jayatileke, Dr. Ashlie R. Plants, Dr. Dave A. Mayers, Dr. In-Sue Oh, Dr. Jacqueline E. Carpenter, Dr. Joshua P. Liff, Dr. Mengqiao (MQ) Liu, Dr. Nadine L. McBride, Dr. Nicole L. Petersen, Dr. Q. Chelsea Song, Dr. Rachel T. King, Leo Pham, Qianqi Song, Nikki M. Dudley, Yesuel Lillian Kim, Yimeng Dai

4:00 PM - 4:50 PM

**Beyond Instinct: Harnessing Assessments for Coaching Excellence (Panel Discussion - 197968)**

Location: Hyatt Grand Hall L

Speakers: Paige Brown, Adam Vassar, Amy F. Huber, Dr. Charmon Parker Williams, Dr. Erica N. Pieczonka

4:00 PM - 4:50 PM

**Navigating the STEM Talent Pool: Best Practices for Elevating Underrepresented Groups (Panel Discussion - 197747)**

Location: Hyatt Grand Hall MN

Speakers: Dr. Seterra D. Riggs, Danilo Le Sante, Dr Betsir G. Zemen, Hayley Walton, Ketaki Sodhi, Ms. Brenda To Dromgoole

4:00 PM - 4:50 PM

**All the Buzz: An Interactive Session Breaking Down Buzzwords (Alternative Presentation - 197925)**

Location: Swissotel Montreux 1

Speakers: Dr. Catherine Anne Neale, Dr. Amanda L. Valone, Dr. Justin Travis, Dr. Laura J. Ferguson, Dr. Sam J. Wilgus, S. Bartholomew Craig, Ph.D.

4:00 PM - 4:50 PM

**To RIASEC and Beyond: Advances in Vocational Interest Research (Symposium - 198361)**

Location: Swissotel Montreux 2/3

Speakers: Kevin Hoff, Christine Seitz, Chu Chu, Dr. Alexis Victoria Hanna, Bo Zhang, Fred Oswald, Dr. Michael L. Morris, Tianjun Sun, Felix Wu, Hannah Sarah Nelson, James Rounds, Kenneth Eduardo Granillo-Velasquez, Pengda Wang

4:00 PM - 4:50 PM

**Poster Sessions**

Location: Hyatt - Riverside Exhibit Hall

**The Role of Intellectual Humility in Sustainable Tourism (Poster - 196603)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ms. Nhung T. Hendy, Nathalie Montargot

**Shielding Your Comrades: Employers as Financial Protectors (Poster - 196865)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Gavin Williamson

**The Selection Science–Practice Gap: A Model of User Reactions Toward Selection Tools (Poster - 196920)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Connor Eichenauer, Dr. Ann Marie Ryan

**Detecting Interview Faking in Virtual Interviews Using Cognitive Interventions (Poster - 196921)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Benjamin Moon, Dr. Joshua S. Bourdage, Nicolas Roulin

**Discrimination Is Not OK, But...: When Is Discrimination Based on Political Orientation (Poster - 197120)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Denise Vesper, Cornelius König, Prof. Philipp Schäpers

**Job Ad Gender Cues and Women's and Men's Interest in a Job—a Meta-Analysis (Poster - 197164)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Klaus G. Melchers, Julia Buettner

**On the Go: Exploring the Use of Interview Anxiety Interventions in an AVI Setting (Poster - 197275)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Harley Harwood, Benjamin Moon, Dr. Deborah M. Powell, Dr. Joshua S. Bourdage, Jenny Lee

**The Role of Cognitive Ability on Impression Management in Job Interviews (Poster - 197292)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Benjamin Moon, Dr. Joshua S. Bourdage, Dr. Klaus G. Melchers, Nicolas Roulin, Stephanie J. Law, Ph.D.

**Occupations, Skills, and Work Outcomes of Psychology Baccalaureate Graduates (Poster - 197339)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Adam B. Butler, Michael B. Gasser

**The Impact of Auditory Interruptions on Virtual Interviews (Poster - 197427)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emma Paisley Shultz, Agnes Wong, Dr. Charles A. Scherbaum

**Talk Hope Not Hype: Hope and Optimism Rhetoric and Social Venture Pitch Outcomes (Poster - 197448)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Hee Chan Yoon, Dr. Kawon Kim

**"By Jove, I Think They've Got It!" Implicit Potential Theories (Poster - 197488)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Madison Romero, Dr. David P. Costanza, Jennifer Perez, Petra H. Momcilovic

**When Job Ads Turn Qualified Ethnic Minorities Down: Metastereotypes Matter (Poster - 197503)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Delphine Van Muylem, Dr. Eva Deros

**Media Salience Effects on Racial Discrimination in Hiring Decisions (Poster - 197616)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Marie Childers, Dr. Samuel T. McAbee, Kate Den Houter, Sabrina Yu

**Making Work With Nonprofits More Accessible: A Latent Profile Analysis Walkthrough (Poster - 197646)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Abigail Gregory, Dr. Chelsea A. LeNoble, Matthew Ng

**Attitude Toward AI Interviewing: Scale Development and Validation (Poster - 197687)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kang Yang Trevor Yu, Sitong Yu, Tong Wu

**Improving Recruitment and Retention of Volunteers With Personality Targeted Messaging (Poster - 197697)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Patrick D. Dunlop, Christine Soo, Mr. Djurre Holtrop, Professor John Cordery, FASSA, Professor Marylene Gagne

**Applicant Reactions to Automated Assessments: Moderation by Job Type (Poster - 197722)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Timothy J. Huelsman, Caleb Pollard, Dr. Yalcin Acikgoz, Madison Dawn Culver

**Hiring for Merit or Diversity: Political Ideology and the Diversity-Validity Dilemma (Poster - 197744)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Rustin D. Meyer, Destiny Rose Hemsey, Madison Lenz, Tayana J. Rich

**Artificial Intelligence in Selection Systems: Determinants of Applicant Reactions (Poster - 197756)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Leonel Horta, Dr. Chockalingam Viswesvaran

**A Meta-Analysis on the Effects of Nonstandard Language in Job Interviews (Poster - 197766)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Johannes Basch, Dr. Klaus G. Melchers, Hannah-Sophie Hay, Niklas Schulte

**Playing the Field: Perceptions of Game Framing Across Job Levels and Industries (Poster - 197778)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jenna Ellen-Marie McChesney, Chelsi F. Campbell, Katherine McMahan, Lori L. Foster

**The Role of Organizational Political Affiliations in Employee Recruitment (Poster - 197841)**

4:00 PM - 4:50 PM  
 Location: Hyatt - Riverside Exhibit Hall  
 Speakers: Alexa K. Rosenblatt, Anjishnu Chakrabarti, Anthony Mikal Ferroni, Dr. Yisheng Peng  
**A Dynamic Investigation of Applicant Impression Management: Profiles and Personality (Poster - 197882)**  
 4:00 PM - 4:50 PM  
 Location: Hyatt - Riverside Exhibit Hall  
 Speakers: Dr. Joseph A. Schmidt, Dr. Eden-Ray Lukacik, Dr. Joshua S. Bourdage, Dr. Patrick D. Dunlop  
**Shaping Applicant Experience: Cultural Insights on Biodata Questions**  
 4:00 PM - 4:50 PM  
 Location: Hyatt - Riverside Exhibit Hall  
 Speaker: Dr. Matthew S. Prewett  
**The Effects of Candid Responding Across Roles Within Selection Assessment (Poster - 198109)**  
 4:00 PM - 4:50 PM  
 Location: Hyatt - Riverside Exhibit Hall  
 Speakers: Allison Stone, Gustavo Antonio Ugueto-Rey  
**Examining the Psychological Outcomes of Decent Work (Poster - 198162)**  
 4:00 PM - 4:50 PM  
 Location: Hyatt - Riverside Exhibit Hall  
 Speakers: Zachary Hesson, Dr. Patrick D. Converse, Jasmina Milosevic  
**Virtual Reality SJT Versus Paper SJT: (Dis)Advantage for Older Applicants? (Poster - 198263)**  
 4:00 PM - 4:50 PM  
 Location: Hyatt - Riverside Exhibit Hall  
 Speakers: Maaike Schellaert, Dr. Eva Derous, Dr. Janneke K. Oostrom  
**Do As I Say Not As I Do: Organizational Responses During COVID-19 (Poster - 198367)**  
 4:00 PM - 4:50 PM  
 Location: Hyatt - Riverside Exhibit Hall  
 Speakers: Lilah Donnelly Eads, Agnieszka Shepard, Dr. Daniel J. Svyantek  
**Emotionally Capable to Do the Right Thing: Predicting Ethical Outcomes (Poster - 198513)**  
 4:00 PM - 4:50 PM  
 Location: Hyatt - Riverside Exhibit Hall  
 Speakers: Sarah Carver, Dr. Hayden Woodley  
**The Impact of Value Alignment in Online Reviews on Applicant Attitudes and Intentions (Poster - 198521)**  
 4:00 PM - 4:50 PM  
 Location: Hyatt - Riverside Exhibit Hall  
 Speakers: Henri Maindidze, Dr. Jason G. Randall  
**Using Overt Integrity Tests to Predict Driving Accidents (Poster - 198709)**  
 4:00 PM - 4:50 PM  
 Location: Hyatt - Riverside Exhibit Hall  
 Speakers: Timothy Raider Smith, MBA, Dr. Jerel E. Slaughter, Dr. Stephen W. Gilliland

<b>4:00 PM - 4:50 PM</b>	<b>A Winning Approach to Team Coaching: The Dos and Don'ts (Panel Discussion - 198789)</b> Location: Swissotel Vevey 1/2 Speakers: Katherine Rau, Alexander Gilles Caillet, Dr. Cary Kemp Larson, Jacklyn Scymcyk, James Donohue, Jayne Jenkins, Terri McNelly
<b>4:00 PM - 4:50 PM</b>	<b>Group and Team Coaching: Expanding Beyond the Individual (Panel Discussion - 198365)</b> Location: Swissotel Vevey 3/4 Speakers: Dr. Kyle J. Sandell, Dr. Alison L. O'Malley, Dr. Christa E. Kiersch, William Tanner
<b>4:00 PM - 4:50 PM</b>	<b>Invited: Conversations at All Stages of I-O (Special Event - 199632)</b> Location: Zoom Room 1 Speakers: Xin Wei Ong, Dr. Andrew C. Loignon, Dr. Dennis Doverspike, Dr. Jeff Foster, Dr. Jonathan Flinchum, George Stock, Leah Christina Bourque, Liana Kreamer, Dr. Michelle Martin-Raugh, Patricia Jewel Morrison, Rose Siuta
<b>4:00 PM - 4:50 PM</b>	<b>Achieving Social Justice in Organizational Change (Alternative Presentation - 197045)</b> Location: Zoom Room 2 Speakers: Dr. Kimberly S. Scott, Dorie Ellzey Blesoff, Ranjani Iyengar, Sonya Kaleel, Susan C Guest, Yabome Gilpin-Jackson
<b>4:00 PM - 4:50 PM</b>	<b>Afraid I-O Will Be Replaced by A-I? Skills for the Modern I-O (Panel Discussion - 197954)</b> Location: Zoom Room 3 Speakers: Jennifer Garrow, Erin Maureen Lazarus, Michael A. Knott, Miss Nivedita Prabhu, Ms. Bridget K. O'Mera
<b>4:00 PM - 4:50 PM</b>	<b>Your Personal Assistant: A Guide to Harnessing the Power of Large Language Models (Master Tutorial - 198633)</b> Location: Swissotel Zurich AB Speakers: Sebastian Marin, Amel Chekili, Dr. Ivan Hernandez

4:00 PM - 4:50 PM

**Hitting the Target: The Use of Employee Survey Scores in Performance Management (Alternative Presentation - 198421)**

Location: Swissotel Zurich C

Speakers: Dr. Anna L. Hulet, Crystal D. Perel, Benjamin Granger, Dr. Kyle D. McNeal, Matt Turner, Yesenia Cancel

4:00 PM - 4:50 PM

**The Effect of Affect: Exploring the Role of Negative Affect in the Workplace (Panel Discussion - 198668)**

Location: Swissotel Zurich D

Speakers: Aarti Polavarapu, Clare L. Barratt, Donald E. Gibson, Dr. Daniel J. Beal, Seth Kaplan, Dr. Steve M. Jex, Gaurangi Das, Melissa Sorensen

4:00 PM - 4:50 PM

**Unlocking Organizational Excellence: Exploring Competencies in the Modern Workplace (Panel Discussion - 197313)**

Location: Swissotel Zurich EF

Speakers: Belinda Williams, Ph.D., Dr. Ryan Gertner, Kathleen Williams, Mr. Brandon W. Jordan, Patrick Rolwes, Samantha A. Nesnidol, Ph.D.

4:00 PM - 4:50 PM

**COI: AI in Action: Real-World Implementations in Personnel Selection (Community of Interest - 199562)**

Location: Swissotel Zurich G

Speakers: Mr. Jonathan F. Kochert, Dr. Jacob Seybert, Mr. Ricardo Rashawn Brooks

5:00 PM - 5:50 PM

**Set Fire to the Silos: Igniting Interdisciplinary Research and Practice in I-O (Ignite - 198010)**

Location: Hyatt Ballroom A

Speakers: Hannah Elizabeth Perkins Stark, Brittany Lynner, Bryan J. Dik, David Rene Vera, Dr. Gwenith G. Fisher, Dr. Jennifer K. Dimoff, Dr. Rebecca Brossoit, Dr. Steven R. Toaddy, Julie B. Olson-Buchanan

5:00 PM - 5:50 PM

**The Accommodations Conversation: A Guide to Disability Inclusion at Work (Alternative Presentation - 197344)**

Location: Hyatt Ballroom B

Speakers: Jamie Forman, Dr. Alecia M. Santuzzi, Dr. Valentina Bruk-Lee, Garret Rosiek, Loubna Charef

5:00 PM - 5:50 PM

**AI in Employee Selection Update: State and Local Laws, Federal Guidance, and Litigation (Panel Discussion - 197653)**

Location: Hyatt Ballroom EF

Speakers: Dr. Breanna R. Timko, Cari Miller, Chase Winterberg, J.D., Ph.D., Dr. Cliff R. Haimann, Dr. David B. Schmidt, Niloy Ray

5:00 PM - 5:50 PM

**Selling Technopsychology: I-O Psychology in the HR Technology Market (Panel Discussion - 196606)**

Location: Hyatt Ballroom N CD

Speakers: Dr. Steven T. Hunt, Benjamin Granger, Dr. Muriel G. Clauson, John H. Golden, Mr. Michael J. Hudy

5:00 PM - 5:50 PM

**Versatile Leadership: Measurement, Validation, and the Curious Role of Personality (Symposium - 196858)**

Location: Hyatt Ballroom S CD

Speakers: Mr. Robert B. Kaiser, Peter Harms, Dr. Robert Hogan, Dr. Ryne A. Sherman

5:00 PM - 5:50 PM

**Navigating Imposter Syndrome as a Neurodivergent: An Exploration of Resilience**

Location: Hyatt Grand Hall H

Speakers: Jamal Cottman, Dr. Elizabeth A. Ritterbush, Dr. Nastassia M. Savage, Kimberly Rose Nuss, Macey Cox

5:00 PM - 5:50 PM

**A Closer Look at Validating and Implementing Skill-Based Practices (Panel Discussion - 198101)**

Location: Hyatt Grand Hall I

Speakers: Sara Trevino, Dr. Christina K. Curnow, Dr. Craig D. Haas, Dr. Michael C. Heil, Dr. Robert F. Calderon

5:00 PM - 5:50 PM

**Work–Family Dynamics Across the Lifespan: Supporting Workers at Every Intersection (Symposium - 196882)**

Location: Hyatt Grand Hall J

Speakers: Dr. Valerie J. Morganson, Amanda Butler Stephens, Andrew Yu, Anthony Mikal Ferroni, Cooper Delafield, Dr. Ellen E. Kossek, Dr. Jie Ma, Dr. Lisa Finkelstein, Dr. Lori Anderson Snyder, Dr. Russell A. Matthews, Dr. Shaun Pichler, Dr. Wenqin Zhang, Dr. Yisheng Peng, Grace Schirle, Hudson Barthes, Jiayun Xu, Katalina Pho, Mekenzie Maki, Kayla Duperreault, Raechel Sanger, Rebekah Phillips

5:00 PM - 5:50 PM

**Blurred Lines: How to Build Strategic Leadership in HR (Panel Discussion - 198151)**

Location: Hyatt Grand Hall K

Speakers: Austin Prewett, Dr. Matthew S. Christensen



5:00 PM - 5:50 PM

**From Lead to Gold: The Hidden Promise of the “Hot Mess” of SJTs’ Construct Validity (Symposium - 197731)**

Location: Hyatt Grand Hall L  
Speakers: Dr. Harrison J. Kell, Alyce Thiel, Cristina Anguiano-Carrasco, Da Yeon Her, Dana Murano, Derek Qingxiong Weng, Filip Lievens, Dr. Jason D. Way, Dr. Jeremy T. Burrus, Juan I. Sanchez, Dr. Matthew I. Brown, Dr. Michelle Martin-Raugh, Dr. Stefan Krumm, Liyan Xi, Macarena Gonzalez, Nomi Reznik, Siddharth Upadhyay

5:00 PM - 5:50 PM

**Where’s the Love? The Consequences of Lacking Empathy in Leadership and Organizations (Panel Discussion - 198150)**

Location: Hyatt Grand Hall MN  
Speakers: Nicole Ennen, Keli P. Wilson, Lisa McCallister, Somya Mathur Kouma

5:00 PM - 5:50 PM

**Can Neuroscience Inform I-O Research? And if so, How? (Debate - 197662)**

Location: Swissotel Montreux 1  
Speakers: Rongjun Yu, Dr. Thomas Rockstuhl, Dr. Wen-Dong Li, Georgios Christopoulos, Professor Xu Huang, Sebastiano Massaro

5:00 PM - 5:50 PM

**Poster Sessions**

Location: Hyatt - Riverside Exhibit Hall

**“Re-Entry Shock”: Perceptions of Workplace Re-Entry Injustice and Turnover Intentions (Poster - 196513)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speaker: Yan Yi Lance Du

**Leaky Startup Talent Pipelines: An Enrichment-Reward Model of Startup Worker Mobility (Poster - 196866)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speaker: Gavin Williamson

**Fun or Fair? Comparing Applicant Reactions to Different Game-Based Assessments (Poster - 196925)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Dr. Klaus G. Melchers, Marie Luise Ohlms

**Harnessing the Power of Explanations to Increase Trust in Workplace Generative AI (Poster - 197029)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Katherine Gibbard, Dr. Deborah M. Powell, Dr. Harjinder Gill, Dr. Peter Hausdorf

**Exoskeletons: Applications and Acceptance in the Workplace (Poster - 197134)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Rebecca I. Lindgren, Dr. Georgia T. Chao

**“Anything You Can Do I Can Do”: ChatGPT’s Use in SJTs for Professional Programs (Poster - 197182)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Harley Harwood, Nicolas Roulin, Muhammad Zafar Iqbal

**An Age-Old Problem or a New Work Trend? A Critical Analysis of Quiet Quitting (Poster - 197264)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Dr. Sandra L. Fisher, Anna Schenk, Constantina Rokos

**Lean on Me: The Role of Support in Burnout and Turnover in Helping Professionals (Poster - 197288)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Maddison North, Ashley Jorgensen, Erin K. Taylor, Jane F Silovsky, M Elizabeth Ralston, Ph.D., Michelle Miller, Yutian T. Thompson

**Bridging Research and Practice: Simulating Emotional Exhaustion Interventions (Poster - 197355)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Enzo Novi Migliano, Xin Wei Ong

**Does the Applicant’s Eye Gaze Affect Interview Outcomes in Virtual Job Interviews? (Poster - 197385)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Cheryl Stenmark, Heewon Jang

**Development and Validation of the Artificial Intelligence Salience Scale (Poster - 197437)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Brandon Kang, Dr. Neal Outland, Felicity Doddato

**The Curse of Employee Privilege: Harnessing Virtual Reality to Inhibit Workplace Envy (Poster - 197463)**

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall  
Speakers: Anand van Zelderen, Dr. Nicky Dries, Jochen Menges

**(Not) Believing in Hireability: Religious Similarity Bias in Cybervetting (Poster - 197523)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Franz Wilhelm Mönke, Hamida Farshid Kooshani, Prof. Philipp Schäpers

**Humanizing Artificial Intelligence: Race and Reactions to AI-Based Assessments (Poster - 197619)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Manuel F. Gonzalez, Emily Pinsk, John Capman, Ph.D.

**Stayers' Psychological Reactions to Others' Turnover: A Topic Modeling Analysis (Poster - 197695)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Nayeon Lee, Dr. Kawon Kim, Seung Joo Yoo

**From Virtual Sparks to Reality: How VR Exposure Influences Career Intentions (Poster - 197767)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Xin Hou, Bradley Pitcher, Dr. Tara S. Behrend, Meaghan Marie Tracy

**Linking Presenteeism to Organizational Performance: Mediating and Buffering Factors (Poster - 197799)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Nathalie Delobbe, Martin Lauzier

**Unlocking the Utility of Presenteeism: What Makes it Work, How, and for Whom? (Poster - 198044)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Hwayeon Myeong, Dr. Eden B. King, Jeremy F. Dawson

**The Impact of Technocomplexity on Productivity and Role Overload (Poster - 198193)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speaker: Santiago Alphonso Bueno, IV

**The Digital Reflection: Expressions of Personality and Job Attitudes on Twitter (Poster - 198295)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Juan Manuel Alzate Vanegas, Chrysafis Vogiatzis, Daniel Briley, Bo Zhang, Dr. Fritz Drasgow, Susu Zhang

**Development and Validation of the Intersectionality Burnout Inventory (Poster - 198378)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Leanne Torte, Erika Heilman, Psy.D., Paul Coppola, Tuesday Cooper

**Topic Modeling Quiet Quitting and Antiwork Through the Lens of Motivation Theory (Poster - 198468)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Thomas Paul DePatie, Mr. David Cassell, Regina Agassian

**Technology in Employment Interviews: Common Practice and Applicant Reactions (Poster - 198471)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Andrew Reed Greenagel, Dr. Scott B. Morris, Erin Young, Kristina N. Bauer, Tony Lam

**The Impacts of Employee AI Use on Performance and Well-Being (Poster - 198514)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Chengquan Huang, Dr. Mo Wang, Dr. Ruodan Shao, Dr. Yifan Song, Emma Madison Williams, Mr. Young Ho Song, Yiduo Shao

**The Dual Impact of Social Media-Induced Fear of Missing Out in Workplace (Poster - 198515)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: JiaYu Li, Huang Jianwei, Xiao Deng, YaYing Huang

**Self-Initiated Expatriate (SIE) Turnover During the COVID-19 Pandemic (Poster - 198550)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Alexandra Henderson, Taiba Hussain, Yi Zhang

**"Help Me, Please, ChatGPT!" Does Generative AI Use Promote Work-Related Learning? (Poster - 198645)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Julian Decius, Hannah Louisa Krüger, Michèle Rieth, Mrs. Carolin Graßmann

**Problematising Sexual Harassment in Digital Workplaces (Poster - 198688)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Alexis d'Amato, Dr. Samuel T. Hunter

**The Great Resignation: A Qualitative Study Examining Turnover During COVID-19 (Poster - 198759)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Faith Shannon, Jesse S. Michel

**Brain Meets Business: Perceptions of Direct Neural Interfaces in the Workplace (Poster - 198764)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speaker: Emmanuel Bazzucchi

**Skynet, or Free Labor? Automating Military Operations With Large Language Models (Poster - 198793)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Joseph Zachary Conger, Alexander Sferrella, Kara Masick, Ning Hsu

**Cultural Values Predict Electronic Performance Monitoring Acceptance (Poster - 198814)**

5:00 PM - 5:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Mr. David L. Tomczak, Christine Cairolì, Dr. Tara S. Behrend, Mauren Wolff

5:00 PM - 5:50 PM

**Integration of Employee Listening Data: Successes and Learnings From the Field (Panel Discussion - 197856)**

Location: Swissotel Vevey 1/2  
Speakers: Victoria Hendrickson, Dr. Chris L. Lovato, Dr. Meghan R. Lowery, Dr. Melinda J. Moye, Kaytlynn R. Griswold

5:00 PM - 5:50 PM

**Building Your Negotiation Toolkit: Tips for Early Career Women and Racial Minorities (Panel Discussion - 198469)**

Location: Swissotel Vevey 3/4  
Speakers: Morgan Rose Taylor, Dr. Alice F. Stuhlmacher, Dr. Ny Mia Tran, Kaitlyn Rose Gallagher, Ms. Samantha Le Chau, Reshma R Shelke

5:00 PM - 5:50 PM

**A Web Scraping Survival Guide for Research and Practitioners (Master Tutorial - 198568)**

Location: Zoom Room 1  
Speakers: Cortney Busick, Dr. Teresa Ristow

5:00 PM - 5:50 PM

**Decoding DEI: Practitioner Perspectives on Challenges in Interview Research (Panel Discussion - 197298)**

Location: Zoom Room 2  
Speakers: Ms. Laura N. Johnson, Charissa Samaniego, Kaitlin Ward, Maryam Ahmad Kazmi, Mr. Tunji Oki

5:00 PM - 5:50 PM

**Shaping the Policy Landscape Through I-O Psychology Research (Panel Discussion - 197163)**

Location: Zoom Room 3  
Speakers: Dr. Ishbel McWha-Hermann, Stuart Carr, Jo Silvester, Rosalind H. Searle

5:00 PM - 5:50 PM

**Measuring the Unmeasured: Assessing General and Leader-Specific Identity Construction (Symposium - 198380)**

Location: Swissotel Zurich AB  
Speakers: Dr. Greg R. Thrasher, Björn Atterstam, Carolina Bysh, Dr. Benjamin Biermeier-Hanson, Dr. Cort W. Rudolph, Dr. Gabriele Jacobs-Belschak, Dr. Michelle M. Hammond, Dr. Robert G. Lord, Ms. Sofya Isaakyan, Olga Epitropaki, Steffen Giessner

5:00 PM - 5:50 PM

**Tech Trekking the Virtual Frontier: A Journey Into Meeting Dynamics and Inclusion (Symposium - 197714)**

Location: Swissotel Zurich D  
Speakers: Liana Kreamer, Dr. Alexandra M. Dunn, Dr. Andrew C. Loignon, Dr. Christina S. Li, Dr. Diane M. Bergeron, Dr. Haley Woznyj, Dr. Joseph A. Allen, Dr. Steven G. Rogelberg, Emilee Eden, Katherine Castro, Mr. Michael A Johnson, Sabrina L. Speights

5:00 PM - 5:50 PM

**Subject Experts Matter! Cocreation of Best Practices for Expert Talent Management (Alternative Presentation - 198500)**

Location: Swissotel Zurich EF  
Speakers: Davide Cannata, Dr. Richard Justenhoven, Joshua Connel

5:00 PM - 5:50 PM

**COI: Cybersecurity and I-O: Learn From and Contribute to This Critical Partnership (Community of Interest - 199558)**

Location: Swissotel Zurich G  
Speakers: Daniel B. Shore, Ph.D., Dr. Matthew T. Allen

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**Fri, Apr 19, 2024**

**General Conference Registration**

Location: Hyatt Grand Foyer

**7:00 AM - 5:00 PM**

**Continental Breakfast**

Location: Hyatt Ballroom EF

**7:00 AM - 8:00 AM**

**IGNITE-ing Innovation: Uses of Generative AI in Industrial Organizational Psychology (Ignite -198744)**

Location: Hyatt Ballroom A

Speakers: Kristina N. Bauer, Caribay Garcia Marquez, Dr. Alan D. Mead, Dr. Daniel A. Gandara, Erin Young, Jessica Wang

**8:00 AM - 8:50 AM**

**Calling All Entrepreneurs: Connecting as We Are Now to Prepare for What's Next (Alternative Presentation - 198329)**

Location: Hyatt Ballroom B

Speakers: Dr. Alison L. O'Malley, Dr. Brodie Gregory Riordan, Dr. Nikki Blacksmith, Dr. Victoria P. Mattingly, Ms. Kyana Beckles

**8:00 AM - 8:50 AM**

**From Vulnerable to Victorious: A Critical Role Strategy for Organizational Resilience (Panel Discussion - 197529)**

Location: Hyatt Ballroom EF

Speakers: Maia Whelan, Dr. Mariangela Battista, José H. David, Ph.D., Lindsey M. Kotrba, Lynn Collins, Ph.D., Matthew Dreyer

**8:00 AM - 8:50 AM**

**Leveraging Industry Insights: Navigating the Return to Office (Panel Discussion - 198137)**

Location: Hyatt Ballroom N CD

Speakers: Mr. Michael A. Rotch, Dr. Darrin Grelle, Dr. Frankie Guros, Dr. Gabriela I. Burlacu, Dr. Thaddeus B. Rada-Bayne, Mr. Paul M. Fursman

**8:00 AM - 8:50 AM**

**LIVE: Directionally Correct Podcast With Special People Analytics Guests (Alternative Presentation - 197384)**

Location: Hyatt Ballroom S CD

Speakers: Cole Napper, Anthony C. Ferreras, Dr. Amy Frost, Dr. Emily M. Pelosi, Dr. Frederick R. Stilson, Dr. Scott Hines, Kelsie L. Colley

**8:00 AM - 8:50 AM**

**Award: Serving and Engaging With Purpose (Special Event - 199651)**

Location: Hyatt Grand Hall H

Speakers: Briana Squires, Dr. Benjamin L. Butina, Dr. Jeffrey J. McHenry, Dr. Jia (Jasmine) Hu, Dr. Katina Sawyer, Julie B. Olson-Buchanan

**8:00 AM - 8:50 AM**

**Finding and Securing External Funding: A Discussion With the Experts (Panel Discussion -197913)**

Location: Hyatt Grand Hall I

Speakers: Dr. Lindsey M. Greco, Louis Tay, Margaret Beier, Dr. Rong Su, Dr. Yifan Song, Jack Taejin Goodman

**8:00 AM - 8:50 AM**

**Psychosocial Dynamics in Extreme Teams: Insights From NASA Space Analog Crews (Symposium - 197137)**

Location: Hyatt Grand Hall J

Speakers: Dr. Anoop Javalagi, Alina Lungeanu, Dr. C. Shawn Burke, Dr. Dorothy R. Carter, Dr. Leslie A. DeChurch, Megan Chan

**8:00 AM - 8:50 AM**

**Modern Careers Research on Success, Satisfaction, and Continuance in the Gig Economy (Symposium - 197512)**

Location: Hyatt Grand Hall K

Speakers: Jenna Van Fossen, Amy M. Schuster, Dr. Alice M. Brawley Newlin, Dr. Chu-Hsiang (Daisy) Chang, Dr. Matthew J. Grawitch, Gwendolyn Paige Watson, Ifeyimika O. Ajaiyeoba, Michael Tidwell, Ms. Kristi N. Lavigne, Nathan Baker, Ryszard Jacek Koziel, Shelia Hyde, Shelia R Cotten, Ph.D., Shubham Agrawal

**8:00 AM - 8:50 AM**

**Inclusive Leadership: Women's Impact and Influence (Panel Discussion - 197829)**

Location: Hyatt Grand Hall L

Speakers: Paige Brown, Ashley Haines, Courtney Rose Quigley, Debra E. Orr, Dr. Patrice Reid, Erica Grant, Kelly E. Levin, Ms. Karisa Morris

**8:00 AM - 8:50 AM**



<b>8:00 AM - 8:50 AM</b>	<b>Tick Tock, You Only Got Four Days to Save the World (Panel Discussion - 198155)</b> Location: Hyatt Grand Hall MN Speakers: Jacob Hollander, Becky Lawrence, Jessica Haig, MA, Michaela Fisher, Nikita Mikhailov, Ofir Brodie, Sam C Brooks, Sophia Zia
<b>8:00 AM - 8:50 AM</b>	<b>Less Pain, More Gain: Optimizing the Participant Experience During Assessment Centers (Panel Discussion - 197792)</b> Location: Swissotel Montreux 1 Speakers: Dr. D. Annie Simpson, Conni Claflin, Dr. Matthew J. Del Giudice, Ms. Alexandra D. Petruzzelli Somers
<b>8:00 AM - 8:50 AM</b>	<b>Too Many Constructs Spoil the Broth: A Recipe for Simplifying the Psychological Stew (Symposium - 198064)</b> Location: Swissotel Montreux 2/3 Speakers: Bharati B. Belwalkar, Alessandra Mogrovejo, Catrina Notari, Dr. Christina K. Curnow, Dr. Nathan A. Bowling, Edileide Oliveira, Jasper Duniveld, Madeline Elizabeth Springle, Mr. Brannan W. Mitchel-Slantz, M.A., Nelsy Paulino, Professor Valerie I. Sessa, Richard Ryan, Sara Margaret Stavely, Shiyang Su, Stefano Domenico, William Ryan, Yuliya M. Cheban-Gore
<b>8:00 AM - 8:50 AM</b>	<b>A Rising Tide: How Allyship Elevates Employee Experiences (Symposium - 198680)</b> Location: Swissotel Vevey 1/2 Speakers: Emily Ready, Christopher Waterbury, Dr. Enrica N. Ruggs, Dr. Jeffrey Olenick, Dr. Larry R. Martinez, Dr. Nicholas A. Smith, Eva Thanheiser, Frances Evalyne K Hampton, Gina Greco, Idowu Ajibade, John Michael Savage, Liana Bernard, Lisa Weasel, Megan Snoeyink, Tessa L. Dover
<b>8:00 AM - 8:50 AM</b>	<b>Leveling Up and Scaling 360 Feedback: Overcoming Obstacles (Panel Discussion - 198087)</b> Location: Swissotel Vevey 3/4 Speakers: Anne Whiting, Dr. Ariel A. Roberts, Dr. Dale S. Rose, Dr. Eric E. Brasher, Dr. Joan M. Glaman, Sean Knudsen
<b>8:00 AM - 8:50 AM</b>	<b>The Assessment Measurement/Efficiency Tradeoff: Practitioner Stories From the Field (Ignite - 198575)</b> Location: Swissotel Zurich AB Speakers: Dr. Christa P. Bupp, Dr. Allison N. Besl, Dr. Leah Ellison, Mr. Charles West Glover, Mrs. Lindsey M. Burke
<b>8:00 AM - 8:50 AM</b>	<b>Soft Skills in I-O: Navigating the Interpersonal Landscape of Data-Driven Roles (Panel Discussion - 197891)</b> Location: Swissotel Zurich C Speakers: Dr. Catherine Anne Neale, Dr. Amanda L. Valone, Dr. Justin Travis, Dr. Laura J. Ferguson, Dr. Sam J. Wilgus
<b>8:00 AM - 8:50 AM</b>	<b>Applying the I-O Skillset: How to Design and Activate an Employee Value Proposition (Alternative Presentation - 198276)</b> Location: Swissotel Zurich D Speakers: Jenna Filipkowski, Jill Havely, Kristin Chase, Taylor Scotese, Tracy Xiong-Morel, Yannick Fouagou
<b>8:00 AM - 8:50 AM</b>	<b>Measuring Inclusion, Microaggressions, and Belonging: Translating Theory Into Practice (Ignite - 198561)</b> Location: Swissotel Zurich EF Speakers: Rebecca Harmata, Dan McDonald, Dr. Brian J. Hoffman, Jennifer Feitosa, Dr. Roza Jankovic, Miss Sijia Li, Tchicaya e.r. Brooks, Ph.D.
<b>8:00 AM - 5:30 PM</b>	<b>Conference Career Center</b> Location: Hyatt Roosevelt Meeting Rooms
<b>8:00 AM - 8:30 AM</b>	<b>Friday Morning Seminar Check-In</b> Location: Michigan Rooms
<b>8:30 AM - 11:30 AM</b>	<b>Friday Morning Seminars (Seminars 1, 2 and 3)</b> Location: Michigan Rooms
<b>9:00 AM - 10:20 AM</b>	<b>A Lesson in Giving Back: I-Os Doing Prosocial/Pro Bono Work (Panel Discussion - 197571)</b> Location: Hyatt Ballroom A Speakers: Kira Barden, Amy Sarraf Renshaw, Dr. Helen H. Chung, Irina Cozma, Dr. M. Peter Scontrino, Sara Sadat Motahari
<b>9:00 AM - 10:20 AM</b>	<b>Pivotal Practices: Training, Team Development, and Organizational Development/Change (Alternative Presentation - 198214)</b> Location: Hyatt Ballroom B Speakers: Dr. Scott M. Brooks, Dr. Kurt Kraiger, Dr. Michael N. Bazigos, Dr. Rob F. Silzer, Dr. Scott I. Tannenbaum, Dr. Shonna D. Waters

9:00 AM - 10:20 AM	<p><b>Using Different Research Designs to Study Workplace Ostracism (Symposium - 197869)</b></p> <p>Location: Hyatt Ballroom EF</p> <p>Speakers: Dr. Cong Liu, Dirk De Clercq, Dr. Dong Liu, Dr. Jun Yang, Dr. Kristin Sommer, Dr. Lindsay S. Pyc, Inam Ul Haq, Jiajun Yuan, Joshua Nagel, Sami Walid Abdelal, Umer Muhammad Azeem, Vi Ngoc Tuong Phung, Xixi Gu</p>
9:00 AM - 10:20 AM	<p><b>Innovative Research Unpacking Within and Between Team Dynamics (Symposium - 197676)</b></p> <p>Location: Hyatt Ballroom N CD</p> <p>Speakers: Professor Marylene Gagne, Alex Benson, Dan Douglas Agate, Desmond McEwan, Dr. Eduardo Salas, Dr. Hayden Woodley, Dr. Matthew J.W. McLarnon, Dr. Thomas A. O'Neill, Erika Lieu, Jennifer Lynch, Rylee Linhardt</p>
9:00 AM - 10:20 AM	<p><b>Novel Insights Into Mediating and Moderating Factors of Workplace Recovery (Symposium - 197318)</b></p> <p>Location: Hyatt Ballroom S CD</p> <p>Speakers: Haylie Anne Lloyd, Brittany Ikner, Claire Elizabeth Smith, Clare L. Barratt, Dr. Alexander T. Jackson, Dr. Judith L. Van Hein, Dr. Kristen Jennings Black, Dr. Laura Venz, Grayson Sturgis, Jennifer M. Ragsdale, Seth Maxwell Brooks, Thomas Brent Ayres, Ph.D.</p>
9:00 AM - 10:20 AM	<p><b>Practical Tips for Implementing Engaging Learning Activities in I-O Education (Panel Discussion - 197970)</b></p> <p>Location: Hyatt Grand Hall H</p> <p>Speakers: Dr. Alaina C. Keim, Dr. Adriane M.F. Sanders, Dr. Ashley E. Nixon, Dr. Clair A. Reynolds Kueny, Dr. David R. Earnest, Dr. Katrina A. Burch, Dr. M. Gloria Gonzalez-Morales</p>
9:00 AM - 10:20 AM	<p><b>Finding and Securing External Funding: A Grant Proposal Writing Workshop (Alternative Presentation - 197922)</b></p> <p>Location: Hyatt Grand Hall I</p> <p>Speakers: Dr. Lindsey M. Greco, Dr. Andrei Ion, Dr. Dorothy R. Carter, Dr. Liu-Qin Yang, Dr. Songqi Liu, Dr. Yifan Song</p>
9:00 AM - 10:20 AM	<p><b>Recruiting in a Permacrisis: Strategies for Finding Talent in Turmoil (Panel Discussion - 198549)</b></p> <p>Location: Hyatt Grand Hall J</p> <p>Speakers: Dr. Chantale Wilson Antonik, Dr. Christopher R. Honts, Dr. Ken Lahti, Dr. Rachel T. King, Mr. Andrew L. Solomonson, Ms. Kristen L. Pryor</p>
9:00 AM - 10:20 AM	<p><b>Breaking the Fourth Wall: Disentangling the Developmental Process Behind Methods Contributions (Panel Discussion - 197820)</b></p> <p>Location: Hyatt Grand Hall K</p> <p>Speakers: Jayci Robison Pickering, Dr. Dina V. Krasikova, Dr. Justin A. DeSimone, Dr. Larry J. Williams, Dr. Le Zhou, Lisa Schurer Lambert, Louis Tay, Jeremy F. Dawson, Victoria Creed</p>
9:00 AM - 10:20 AM	<p><b>(A)I Can Be Your Teammate! Exploring the Impacts of AI in Organizational Teams (Symposium - 197433)</b></p> <p>Location: Hyatt Grand Hall L</p> <p>Speakers: Brandon Kang, Anna-Sophie Ulfert-Blank, Dr. Andrew M. Naber, Dr. Neal Outland, Eleni Georganta, Justin Bonny, Kevin T. Wynne, Nancy Cooke</p>
9:00 AM - 10:20 AM	<p><b>Breathing New Life Into Old 360 Feedback Systems (Symposium - 197817)</b></p> <p>Location: Hyatt Grand Hall MN</p> <p>Speakers: Dr. Allan H. Church, Amanda Shull Tomkoria, Cassy Van Dyke, Dr. Deborah R. Lee, Dr. Joel Philo, Dr. Stephen F. Young, Jerry Seibert</p>
9:00 AM - 10:20 AM	<p><b>Working on Purpose: Discussing Current and Future Directions for Meaningful Work (Alternative Presentation - 198598)</b></p> <p>Location: Swissotel Montreux 1</p> <p>Speakers: Andrew Samo, Bryan J. Dik, Dr. Amy E. Crook, Dr. Andrew N. Garman, Dr. Randy Lim, Dr. Scott Highhouse, Matthew J. Betts, Mr. Daniel P. Russell, Nicolette Ann Rainone</p>
9:00 AM - 10:20 AM	<p><b>Recent Advances in Research on Organizational Constraints (Symposium - 197689)</b></p> <p>Location: Swissotel Montreux 2/3</p> <p>Speakers: Mark C. Ramsey, Cristian Balducci, Dr. Konstantin Cigularov, Dr. Nathan A. Bowling, Dr. Shani Pindek, Dr. Steve M. Jex, Thomas Britt, Luca Menghini, Mr. Phillip Dillulio</p>
9:00 AM - 9:50 AM	<p><b>Poster Sessions</b></p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <div> <p><b>It Takes Two to Make Power Moves: A Dyadic Investigation Into Rank Dynamics (Poster - 197403)</b></p> <p>9:00 AM - 9:50 AM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Zhuo Li, Alex Benson</p> <p><b>The Toxic Triangle: Leadership, Team Mental Models, and Core Self-Evaluations (Poster - 197513)</b></p> </div>

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Cecelia Gordon, Dr. Shane Connelly, Joseph W. Stewart

**Inconsistent Leadership: Abusive Supervision, Humor, and Leader–Member Exchange (Poster - 197585)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Trevor Eric Skinner, Dr. Courtney Baker, Dr. Lisa Finkelstein, Morgan Gabrielle Tillery, Rushika De Bruin

**Contemporary Leadership: Implicit Leadership Theories of Social Media Influencers (Poster - 197635)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Merab Gomez, Dr. Thomas Sy, Laura E. Ashlock, Paul McAvoy

**A Multidimensional Framework for Measuring Change in Leadership Development (Poster - 197661)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jeff J Kosovich, Julia Isabelle Baines, Mr. Stephen B. Jeong, S. Bartholomew Craig, Ph.D.

**The Benevolent Leadership of Wonder Woman: Love of Self and Humanity (Poster - 197665)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Darlene M. Piva, MAOP, PsyD, Dr. Kathryn Stanley, Ph.D., Dr. Miranda J. Ralston

**The Role of Industry Gender Composition in Leadership Stereotyping (Poster - 197708)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Maria M. Clapham, Shukri Aden Abdullahi

**From Breach to Bridge: The Role of Managers in Psychological Contract Breach Recovery (Poster - 197711)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Zhiyuan Cai, Dr. Susan E. Murphy, Mr. Yumeng Yue

**Women's Leader Identification: Leader-Role Alignment and Perceptions of Risk (Poster - 197712)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Julia Elizabeth MacGregor, Dr. Lisa A. Steelman

**How Voice Content Is Developed by Employees and Evaluated by Managers (Poster - 197721)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Zhang Shimin, Prof. Wu Liu

**CEO Personality Convergence: Examining Reputation Across Organizational Hierarchy (Poster - 197930)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Alise Dabdoub, Ph.D., Jerod Cody White, Mr. Matthew R. Lemming, Nadine Tresa Maliakkal, Phillip Borden

**Leadership Influence Tactics and LMX: Dyadic Effects From a Social Relations Model (Poster - 197972)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mark Hunter Meyers, Daniel A. Newman, Jun-Yeob Kim, Mr. Kevin M. Mullaney

**Exploring Significance of Key Leadership Competencies Across Four Leadership Levels (Poster - 198025)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nikita Agnihotri, Ms. Laurence Crevier-Braud, Ph.D.

**Harnessing the Power of Paradox: Paradox Mindset, Power, and Leadership Emergence (Poster - 198089)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Eriselda Danaj, Alexandru D. Bucevschi, Yizhaq Benbenisty, Ph.D.

**Leading the Goals' Rush: How Leadership Mindsets Make All the Difference (Poster - 198130)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lauren Hunt, Dr. Jennifer Bragger, Fayza Abbasi, Gianna Rose Kubu, M.D., Allama Ikbai Sijan

**How Does Perspective Taking Reduce Abusive Supervision? (Poster - 198142)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Di Song, Rongjun Yu

**Leadership or Likability? Exploring the Role of Affect in Leader Evaluations (Poster - 198167)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yasmine Elfeki, Dr. Bryan P. Acton, Dr. Robert G. Lord, Dr. Roseanne J. Foti, Dr. Tiffany Hansbrough Keller

**Being Both Leader and Follower: Follower-Leader Identity Integration and Partitioning**

**(Poster - 198168)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Laura E. Ashlock, Dr. Thomas Sy

**Felt Inclusion: Leadership Empowering Behavior's Indirect Role in Turnover Intention (Poster - 198191)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ho-Chun Tsai, Anthony Robert Rea, Grace Vestuto, Isabel Mendoza, Robert Thomas Keating

**Leader Identity Claiming and Granting: The Role of Gender on Perceptions of Leadership (Poster - 198231)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Melanie P. Standish, Ph.D., Dr. Roya Ayman

**Gender and Communication: Unpacking Common Leader Emergence Topics (Poster - 198310)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alisha Tronetti, Adi Chen, Dr. James A. Grand, Draven Roberto Vasquez, Jessica Terrill, Joshua Strauss, Kailyn Noble, Mawamba Hilary Tonle

**Blind Loyalty: The Interplay of Member Trait Loyalty and Leader Group Prototypicality (Poster - 198342)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Young-Jae Yoon, Tae Yang, Jeong-Gil Seo

**Being a Parent Helps Being a Benevolent Leader: A Mixed-Method Approach (Poster - 198375)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mengyin Li, Cheng Wang, Zhengguang Liu, ZhenKun Liang

**The How (Well) of Leadership: Using NLP to Explore Themes in Managerial Performance (Poster - 198415)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Philip T. Walmsley, Chloe B. Goldman, Dr. Steven R. Burnkrant, Lauren Davis Kistler, Traci Bricka, Tyler Reck

**Don't Blame Me. I Procrastinate Because of My Supervisor! (Poster - 198488)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Meiqiao Gu, Dr. Lixin Jiang, Dr. Wenqin Zhang, Dr. Xiaohong (Violet) Xu, Dr. Yisheng Peng

**The Emergence of Environmental Leadership (Poster - 198618)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Annie Steep, Dr. Kathryn E. Dupre

**Beneath the Surface: Collective Leader Perceptions via NLP (Poster - 198678)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Fabrice Delice, Dr. Ivan Hernandez, Dr. Micah Roediger, Dr. Patrick T. Coyle, Dr. Roseanne J. Foti

**How Change Fatigue Impacts the Positive Effect of Implementation Leadership (Poster - 198694)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alexandra Kandah, Dr. Gregory A. Aarons, Dr. Mark G. Ehrhart, Marisa Sklar

**Measuring Expected Characteristics for Followers Across Three Dimensions (Poster - 198721)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Patrick T. Coyle, Dr. Roseanne J. Foti, Katie Benton-Snead Boyd, Ms. Ashita Goswami, Stephen Terrence Leyden

**The Impact of Abusive Supervision Frequency Inconsistency on Leader-Directed Deviance (Poster - 198724)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Hwayoung Kim, Dr. Riki Takeuchi

**Do Employees Quit Their Boss? Meta-Analysis of Leadership and Turnover/Intentions (Poster - 198754)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Talia Culotta, Cassidy Gaddie, Dr. Brian J. Hoffman, Dr. Yimin He, Dr. Young-Jae Kim

**Crisis Leadership: Follower Perceptions of Crisis and General Leadership (Poster - 198822)**

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Chapman J. Lindgren



9:00 AM - 10:20 AM	<p><b>Text to Teamwork: Decoding Team Dynamics With Computer-Aided Text Analysis (Alternative Presentation - 198463)</b></p> <p>Location: Swissotel Vevey 1/2 Speakers: Megan Chan, Dr. John E. Mathieu, Dr. Suzanne T. Bell, Hancheng Cao, Jonathan Kush, Noshir Contractor, Sydney Begerowski</p>
9:00 AM - 10:20 AM	<p><b>Preparing the Next Generation of I-O Practitioners for Large Language Models (Alternative Presentation - 197140)</b></p> <p>Location: Swissotel Vevey 3/4 Speakers: Kate LaPort, Dr. Aaron M. Schmidt, Dr. Afra S. Ahmad, Dr. Garett N. Howardson, Dr. Jeffrey A. Ryer, Dr. Teresa Ristow, Ms. Laura N. Johnson</p>
9:00 AM - 10:20 AM	<p><b>Regulation and Assessment of AI in the Workplace: Frameworks, Questions, and Possibilities (Ignite - 198734)</b></p> <p>Location: Zoom Room 1 Speakers: Mrs. Kristen P. Cooper, Amy Wester, Dr. Joshua Douglas Cotton, Dr. Zachary M. Roberts, Justin Hess, Kathryn Mantoan, Mrs. Asiyat Magomaeva</p>
9:00 AM - 10:20 AM	<p><b>Practical Solutions in Assessment: Frugal Innovation for Item Development (Master Tutorial - 197717)</b></p> <p>Location: Zoom Room 2 Speakers: Yuliya M. Cheban-Gore, Bharati B. Belwalkar, Dr. Christina K. Curnow, Mr. Brannan W. Mitchel-Slantz, M.A.</p>
9:00 AM - 10:20 AM	<p><b>The Great 8 Success Factors and NEO IPIP on the Periodic Table of Personality (Symposium - 198516)</b></p> <p>Location: Zoom Room 3 Speakers: Rainer H. Kurz, Lakshmi Narayanan, Mr. Michele Guarini, Shanker Menon</p>
9:00 AM - 10:20 AM	<p><b>Advancing Personality Assessment: Leveraging Classic Theories and Modern Measures (Symposium - 198593)</b></p> <p>Location: Swissotel Zurich AB Speakers: Dr. Brian S. Connelly, Andreas Rauch, Andrew Perossa, Ashley Sylvara, Dr. Christoph Nils Herde, Filip Lievens, Dr. Joeri Hofmans, Dr. Michael Frese, Dr. Michael P. Wilmot, Tianjun Sun, Ray Fang, Saadat Saeed, Theresa Leyens, Xavier Heron</p>
9:00 AM - 10:20 AM	<p><b>Ask the Experts: Crowdsourcing Solutions to Your Top Talent Challenges (Alternative Presentation - 197568)</b></p> <p>Location: Swissotel Zurich C Speakers: Dr. Julia B. Haas, Carsynn Faith Miller, Dr. Charles A. Handler, Dr. Christopher T. Rotolo, Dr. Stephanie N. Downey, Dr. Temitayo Lawal, Ia Ko, Lindsay Johnson</p>
9:00 AM - 10:20 AM	<p><b>Recovery From Work Stress: Insights From Experience Sampling Methodology Research (Symposium - 197589)</b></p> <p>Location: Swissotel Zurich D Speakers: Morgan Rose Taylor, Anna L. Clark, Binisha Maharjan, Dr. Chu-Hsiang (Daisy) Chang, Dr. Joeri Hofmans, Dr. Kristen M. Shockley, Dr. Lucille S. Headrick, Dr. Ze Zhu, Erika A. Schemmel, Frank Wang, Gerald Marc Weiher, Holger Horz, Llia Jane O'Malley, Oliver Weigelt, Ryan Scott Grant, Zhang Xiaolong, Yasemin Zeynep Varol</p>
9:00 AM - 10:20 AM	<p><b>Making the Decision to Leave Your Job: How to Know When It's Time to Go (Panel Discussion - 198662)</b></p> <p>Location: Swissotel Zurich EF Speakers: Dr. Megan K. Leasher, Dr. David Futrell, Dr. Elizabeth B. Kolmstetter, Dr. Erica I. Desrosiers, Dr. Mark A. Morris</p>
10:30 AM - 11:20 AM	<p><b>Intelligent or Deceptive: Should Applicants Be Allowed to Use AI During Assessments? (Debate - 198075)</b></p> <p>Location: Hyatt Ballroom A Speakers: Dr. Sylvia Mol, Dr. Jacob Seybert, John Shea, Nathan A. Hundley, Ph.D., Weiwen Nie</p>
10:30 AM - 11:20 AM	<p><b>Oye Mi Canto, Otra Vez: Illuminating the Complexities of the Latine/o/a/x Experience (Alternative Presentation - 198217)</b></p> <p>Location: Hyatt Ballroom B Speakers: Aylime Bueno (she/her), Denise L. Reyes, Ph.D., Dr. Juan Madera, Dr. Michelle Martin-Raugh, Sylvia Hysong, Lorena Solis, Patricia Guerrero, Tyleen N. Lopez</p>
10:30 AM - 11:20 AM	<p><b>Home-Like Workplaces: Where Do We Draw the Line? (Panel Discussion - 197577)</b></p> <p>Location: Hyatt Ballroom EF Speakers: Jack Friedrich, Dr. Candice L. Thomas, Dr. Cristina G. Banks, Dr. Rebecca Brossoit, Haley Cobb, Lauren D. Murphy, Ryszard Jacek Koziel</p>

10:30 AM - 11:20 AM	<p><b>The UN and I-O Psychology: Impact Through Research, Education, and Practice (Panel Discussion - 197570)</b></p> <p>Location: Hyatt Ballroom N CD  Speakers: David B. Fecteau, Dr. Lillian T. Eby, Dr. Mark L. Poteet, Morrie Mullins, Julie B. Olson-Buchanan, Mrs. Julie M. Weintraub</p>
10:30 AM - 11:20 AM	<p><b>Measuring Progress: Effective Diversity, Equity, Inclusion Measurement at Work (Panel Discussion - 198124)</b></p> <p>Location: Hyatt Ballroom S CD  Speakers: Nan Hung Yuan, Dr. Aisha S. Taylor, Dr. Ho Kwan Cheung, Dr. Larry R. Martinez, Dr. Liu-Qin Yang, Dr. Mindy E. Bergman, Dr. Victoria P. Mattingly</p>
10:30 AM - 11:20 AM	<p><b>Navigating Graduate School as an URM student (Panel Discussion - 197476)</b></p> <p>Location: Hyatt Grand Hall H  Speakers: Dillon Stewart, Dr. Danielle D. King, Frances Evalyne K Hampton, Javon Davis, Jazmin Vanessa Argueta-Rivera, Shelby Nicole Davis, William Thai</p>
10:30 AM - 11:20 AM	<p><b>How to Defend Surveys From Bad Actors to Maximize Data Quality: A Colloquium (Panel Discussion - 198118)</b></p> <p>Location: Hyatt Grand Hall I  Speakers: Joseph Regina, Aashna Matty Waiwood, Dr. Soner Dumani, Hayden Thatcher DuBois, Ian Michael Hughes</p>
10:30 AM - 11:20 AM	<p><b>Upping Our Game at Using Data for Enhancing Team Effectiveness in Organizations (Symposium - 197985)</b></p> <p>Location: Hyatt Grand Hall J  Speakers: Dr. Allan H. Church, Danielle Mongeau, Dr. Gina A. Seaton, Dylan C Rago, Joe Garbus, Megan Libby, Seth Osborn</p>
10:30 AM - 11:20 AM	<p><b>Navigating the Complexities of Ongoing Survey Development and Validation (Ignite - 198792)</b></p> <p>Location: Hyatt Grand Hall K  Speakers: Dr. Matthew S. Castillo, Christina Cantu Thompson, Dr. Frank P. Igou, Patrick Green, Shane McKnight</p>
10:30 AM - 11:20 AM	<p><b>Practice Incubator: Leading the AI Transformation With I-O Psychology (Alternative Presentation - 198275)</b></p> <p>Location: Hyatt Grand Hall L  Speakers: Dr. Taylor Sparks Sullivan, Dr. Gokhan Oztunc, Dr. Muriel G. Clauson</p>
10:30 AM - 11:20 AM	<p><b>Unlocking Potential: AI Applications in Diversity, Equity, and Inclusion Research (Symposium - 197322)</b></p> <p>Location: Hyatt Grand Hall MN  Speakers: Yasmine Elfeki, Ajay Gupta, Christopher Huynh, Dr. Eric A. Surface, Dr. Ivan Hernandez, Dr. Jeffrey Olenick, Dr. Jinyan Fan, Dr. Nicholas P. Salter, Jamie Ousterout, Kristen D. Egger, M.D., Allama Ikbal Sijan, Shoaib Alyaan, Soonyoung Kim, Susan D'Mello</p>
10:30 AM - 11:20 AM	<p><b>The Mental Load: A Conversation Between Researchers and Employees/Practitioners (Alternative Presentation - 197352)</b></p> <p>Location: Swissotel Montreux 1  Speakers: Professor Gillian B. Yeo, Dr. Ivona Hideg, Dr. Julie H. Wayne, Dr. Kristen M. Shockley, Dr. Samantha C. Paustian-Underdahl, Emma Stephenson</p>
10:30 AM - 11:20 AM	<p><b>Poster Sessions</b></p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <div> <p><b>Daily Customer Sexual Harassment and the Role of Organizations (Poster - 197022)</b></p> <p>10:30 AM - 11:20 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Yijue Liang, Dr. Sooyeol Kim, Dr. YoungAh Park, Sohee Kim</p> <p><b>The Impact of Negative Customer Feedback on Gig Workers (Poster - 197025)</b></p> <p>10:30 AM - 11:20 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Yijue Liang, Tianjun Sun, Dr. Ze Zhu</p> <p><b>How Does Safety Listening Avert Aviation Accidents? A Qualitative Study (Poster - 197161)</b></p> <p>10:30 AM - 11:20 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Alyssa Pandolfo, Alex Gillespie, Tom Reader</p> <p><b>Safety Listening in Organizations: An Integrated Conceptual Review (Poster - 197240)</b></p> <p>10:30 AM - 11:20 AM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Alyssa Pandolfo, Alex Gillespie, Tom Reader</p> <p><b>Between Traits and Sheets: Meta-Analysis of Big-Five Facets and Sleep (Poster - 197391)</b></p> <p>10:30 AM - 11:20 AM</p> </div>

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ziyu Ren, Dr. Deniz S. Ones, Yilei Wang

**How Personality and Sleep Shape Each Other: Two Longitudinal Investigations (Poster - 197395)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ziyu Ren, Dr. Deniz S. Ones, Yilei Wang

**The Harmful Effects of Secondary Traumatic Stress on Child Abuse Pediatricians (Poster - 197497)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ebenezer Edema-Sillo, Denise L. Reyes, Ph.D., Evan Nault, Joshua Ash, Kalifa Nailah Thomas

**The Well-Being Cost of Workplace Age Discrimination: The Roles of Gender and Race (Poster - 197524)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Claire Seo, Chelsea Nicole Riccardi, Dr. Yisheng Peng, Gracie Schirle

**Examining the Impact of Understaffing on Nurses' Moral Injury (Poster - 197634)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kailey Ann Meyer, Brent Reed, Dr. Shani Pindek, Maryana Arvan, Ph.D.

**Work-Family Conflict to Unsafe Commuting: A Road Through Perceived Stress and Affect? (Poster - 197638)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Fiyinfunjah Dosumu, Dr. Charles C. Calderwood, Jessica Gass

**Employee Attachment Styles and Burnout: A Meta-Analysis (Poster - 197657)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Bincy Davis, Aaron Buchanan, Dr. Debra Steele-Johnson, Dr. Nathan A. Bowling

**More Challenges, Better Performance? A Diary Study With Objective Assessments (Poster - 197700)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Prof. Dr. Verena C. Haun, Elisabeth Maria Riedl, Joachim Thomas, Johanna Perzl

**Initial Findings on an App-Based Stress Intervention for Military-Related Personnel (Poster - 197732)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ann H. Huffman, Emma Federman, Heidi A Wayment, Kiahna Seijo, Max Knaus, Rebecca Pax

**A Factor Analysis of Burnout and the Development of the Burnout at Work Inventory (Poster - 197833)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lauren Postier, Jesse S. Michel

**Direct and Indirect Effects of Customer Sexual Harassment on Employee Outcomes (Poster - 197846)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Fernanda Wolburg Martinez, Dr. Liu-Qin Yang, Mrs. Stefanie Fox, Xi Yu

**What Is Well-Being?: A Systematic Review (Poster - 197871)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Meredith Jordan Pool, Gwendolyn Paige Watson, Kendalle Quast

**Microbreaks and Recovery at Home (Poster - 197893)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Sooyeol Kim, Yeonghee Kang

**Examination of the Ambition-Burnout Relationship via Mastery Recovery Experiences (Poster - 197906)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jessica W. McDuffie, Rebecca Nicole Pool, Weiwen Nie, Zayna Hustoft

**Daily Leadership Effects on Fatigue and Engagement: General Exhaustion as a Moderator (Poster - 197932)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Thomas Brent Ayres, Ph.D., Dr. Laura Venz

**Recovery Activities Spiral: From Enjoying Lunch Meal to Interacting With Coworkers (Poster - 197948)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mansik Yun, Claudia Marie Zappia, Nga Do, Yingyi Chang

**Social Microbreaks and Their Moderating Effects Against Workplace Ostracism (Poster - 197949)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Allisa Lynn Ciccio, Dr. Cong Liu

**Confidence and Multiteam System Efficacy During and After COVID-19 (Poster - 198115)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Anoop Javalagi, Amelia Emery, Dr. Leslie A. DeChurch

**A Moderated-Mediation Model Linking Cognitive Ability to Employee Health (Poster - 198141)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Youngduk Lee, Dr. Christopher M. Berry, Dr. Erik N. Gonzalez-Mule

**Sleep's Silent Signal: Myth of Daily Sleep Duration's Negative Influence (Poster - 198212)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ming-Him Tai, Dr. Deniz S. Ones, Kevin Stanek, Dr. Stephan Dilchert

**Implicit Theories of Energy Resource Gains and Losses During Work and Nonwork Time (Poster - 198332)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Prof. Dr. Verena C. Haun, Sebastian Seibel

**DART-ing Toward Success: Unveiling the Power of the Data Analytics Readiness Tool (Poster - 198460)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jacob Arland Leslie, Alexandra Mecklenburg, Caleb Pollard, Dr. Shawn Bergman, Drew Sipe, Firzana Syazania, Mariana Solanilla, Rylie Sant, Tanner Landolt, Taylor Brynds, Timothy Ludwig

**A Field in Flight: Frontline Healthcare COVID-19 Exposure and Turnover Intentions (Poster - 198467)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Cassidy Gaddie, Dr. Brian J. Hoffman

**Occupation-Based Metaperceptions: Self-View (Dis)Confirmation in Disesteemed Jobs (Poster - 198492)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nick A. Smith, Dr. Lisa Finkelstein

**Evaluation of an Online Stress Management Training for Air Traffic Control Trainees (Poster - 198596)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Brett Torrence, Tammy Ho

**The Unexpected Positive Effects of Workplace Ostracism: A Moderated-Mediation Model (Poster - 198628)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Vi Ngoc Tuong Phung, Dr. Cong Liu

**I Think So: The Mediating Role of Attributions Between Incivility and CWB (Poster - 198683)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Boram Kim, Dr. Steve M. Jex, Juseob Lee

**Location, Location, Location: A Meta-Analysis of Burnout Across Continents (Poster - 198717)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Krystal N. Roach, Kimberly O'Brien, Dr. Terry A. Beehr

**Theoretical Perspectives from I-O Psychology Linking Work Characteristics to Suicide (Poster - 198825)**

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dan Manh Nguyen, Dr. Kara L. Orvis, Dr. Zach P. Klinefelter, Jessica M Shenberger-Trujillo, Thomas Joiner

10:30 AM - 11:20 AM

**AI Adoption in Workplaces: The Role of Industrial-Organizational Psychologists (Panel Discussion - 198652)**

Location: Swissotel Vevey 1/2

Speakers: Ketaki Sodhi, Antoneyous Mellek, Cari Miller, Dr. Eric J. Sydel, Josh John VanderLeest

10:30 AM - 11:20 AM

**Mashup: Alternative Approaches to Leadership Potential in Talent Management (Alternative Presentation - 198243)**

Location: Swissotel Vevey 3/4

Speakers: Dr. Hennie J. Kriek, Dr Ann C Wheeler, Dr. Paula Caligiuri, Dr. Robert C. Satterwhite, Karin Viljoen, Kathleen Yu, Lauren Jeffery-Smith, Mr. Rab MacIver, Phil Jefferis, Rani Bains

10:30 AM - 11:20 AM

**Invited: Meet the Experts: A Panel of Leading Researchers and Practitioners in I-O (Special Event - 199633)**

Location: Zoom Room 1

Speakers: Amanda C. Pietrofeso, Dr. Deniz S. Ones, John Scott, Dr. Michelle (Mikki) Hebl, Dr. Nancy T. Tippins, Dr. Richard N. Landers, Dr. Steve W.J. Kozlowski, Dr. Steven G. Rogelberg, Dr. Tara S. Behrend, Liana Kremer



10:30 AM - 11:20 AM	<b>I-O Podcasts: Extending I-O Topics To Mainstream Audiences (Panel Discussion - 197580)</b> Location: Zoom Room 2 Speakers: Laura Eigel, Cole Napper, Dr. Arlene P. Green, Dr. Benjamin L. Butina
10:30 AM - 11:20 AM	<b>From Campus to Career: A Woman's Guide to Early Career I-O Success (Panel Discussion - 198452)</b> Location: Zoom Room 3 Speakers: Kenzie Joy Hurley, Dr. Alyssa D. Marshall, Dr. Jessica Gladfelter, Dr. Samantha Elliott, Molly Eleanor Minnen
10:30 AM - 11:20 AM	<b>A Scientist–Practitioner Approach to Improving Experiences of Neurodiverse Candidates (Panel Discussion - 198462)</b> Location: Swissotel Zurich AB Speakers: Kate Den Houter, Andrew Kemp, Katelyn Hedrick, Marie Childers, Rebecca Clancy, William Luke Camden
10:30 AM - 11:20 AM	<b>Creating a Workplace Environment for Managers Who Coach: A Generative Discussion (Master Tutorial - 198234)</b> Location: Swissotel Zurich C Speakers: Sara Cannon, Alyssa Hope Lopez, Kira Marshall
10:30 AM - 11:20 AM	<b>Skills IGNITE: Threading Skills Throughout Talent Practices via Talent Architecture (Alternative Presentation - 198293)</b> Location: Swissotel Zurich D Speakers: Dr. Julie S. Lyon, Eccho Yu, Jeff Mullen, Leah Springer, Nicole A. Sestrap, Rachel Krah, Tiffany R. Poepelman
10:30 AM - 11:20 AM	<b>Humanizing the Assessment Experience Through Accessibility and Inclusivity (Symposium - 197650)</b> Location: Swissotel Zurich EF Speakers: Dr. Liberty J. Munson, Mr. Charles West Glover, Mr. Lorin M. Mueller, Tara Myers
11:30 AM - 1:00 PM	<b>Midday Break</b>
12:00 PM - 12:50 PM	<b>Global Mix N' Mingle: A Virtual I/O Networking Event</b> Location: Virtual
1:00 PM - 1:50 PM	<b>Invited: DEI Under Fire: A Conversation With SIOP DEI Committee Chairs (Special Event - 199605)</b> Location: Hyatt Ballroom A Speakers: Dr. David F. Arena, Jr., Destinee Prete, Ph.D., Dr. Aleksandra Luksyte, Dr. Christine L. Nittrouer, Dr. Courtney Bryant Shelby, Dr. Lars U. Johnson, Dr. Lindsay Y. Dhanani, Dr. Ny Mia Tran
1:00 PM - 1:50 PM	<b>People Analytics for the Modern I-O: AI, Careers, and More (Panel Discussion - 198464)</b> Location: Hyatt Ballroom B Speakers: Dr. Christopher P. Cerasoli, Anthony C. Ferreras, Cole Napper, Dr. Hannah Markell-Goldstein, Dr. Kristin N. Saboe
1:00 PM - 1:50 PM	<b>Work Is on my Mind: Examining the Role of Cognition in the Workaholism Experience (Symposium - 197491)</b> Location: Hyatt Ballroom EF Speakers: Joel Hernandez, Austin Cunningham, Cristian Balducci, Dr. Gargi Sawhney, Dr. Lillian T. Eby, Dr. Lixin Jiang, Dr. Malissa A. Clark, Dr. Rachel Williamson Smith, Dr. Tammy D. Allen, Dr. Wenqin Zhang, Dr. Xiaohong (Violet) Xu, Kendall McGoey, Nicholas J. Haynes
1:00 PM - 1:50 PM	<b>Optimizing Candidate Experience: Design Features of Asynchronous Video Interviews (Symposium - 197607)</b> Location: Hyatt Ballroom N CD Speakers: Dr. Deborah M. Powell, Bao Gia Ho, Dr. Ashlie R. Plants, Cornelius König, Dr. Jeffrey Spence, Dr. Joshua P. Liff, Dr. Markus Langer, Dr. Michael J. Zickar, Nicolas Roulin, Dr. Patrick D. Dunlop, Hayley Ina Moore, Lucas Rietheimer, Madhura Jayaratne, Mr. Djurre Holtrop, Professor Marylene Gagne, Rahul Patel, Yimeng Dai, Yizhen Egn Zhu
1:00 PM - 1:50 PM	<b>Alpha to Omega: Thoughtful Engagement Through the Leader Lifecycle (Alternative Presentation - 197866)</b> Location: Hyatt Ballroom S CD Speakers: Dr. Alissa D. Parr, Dr. Bradley S. Jayne, Dr. Julian Bryant Allen, Dr. Leslie M. Golay, Dr. Nicole M. Ginther, José H. David, Ph.D., Ms. Kelle Moracz

1:00 PM - 1:50 PM	<p><b>The AI Will Interview You Now: Latest Developments in Deploying AI-Based Interviews (Panel Discussion - 197917)</b></p> <p>Location: Hyatt Grand Hall H</p> <p>Speakers: Kevin John Rutherford, Dr. Colin Willis, Karim Badr, Nico Tschöpe</p>
1:00 PM - 1:50 PM	<p><b>Next Generation Impact: From Utility Analysis to Pilots and Prototypes (Panel Discussion - 197293)</b></p> <p>Location: Hyatt Grand Hall K</p> <p>Speakers: Ms. Laura N. Johnson, Courtney T. Van Overberghe, Dr. Anuradha Ramesh, Dr. Emily G. Solberg, Dr. Kristina R. Barr, Melissa S. Sharpe, Mr. Allen M. Kamin</p>
1:00 PM - 1:50 PM	<p><b>Revisiting Traditional Statistical Techniques and Corrections (Symposium - 198123)</b></p> <p>Location: Hyatt Grand Hall L</p> <p>Speakers: Jennifer P. Green, Árdís Elíasdóttir, Charlene Zhang, Dr. Jose M. Cortina, Dr. Paul D. DeKoekkoek, Dr. Paul R. Sackett, Dr. Robert W. Stewart, James M. LeBreton, John Kenton Pate, Josiah Michael Narog, Kathleen R. Keeler, Ph.D., Tania Bakhos, Yin Lin</p>
1:00 PM - 1:50 PM	<p><b>Network-Based Approaches for Understanding Diversity in Organizations (Symposium - 198712)</b></p> <p>Location: Hyatt Grand Hall MN</p> <p>Speakers: Dr. Cynthia K. Maupin, Anwesha Choudhury, Dr. Enrica N. Ruggs, Dr. Houston F. Lester, Dr. Kristin L. Cullen-Lester, Dr. Scott Tonidandel, Fatima Esam Osman Koko, Horatio Traylor, Juan Du, Karoline Summerville, Pooja Khatija</p>
1:00 PM - 1:50 PM	<p><b>AI Remembers It All Too Well: The Power of AI in Personality Interviews (Symposium - 197788)</b></p> <p>Location: Swissotel Montreux 1</p> <p>Speakers: Ashley Sylvara, Buddhi Jayatilleke, Dr. Ashlie R. Plants, Dr. Jinyan Fan, Tianjun Sun, Jiayi Liu, Madhura Jayaratne, Michael Waring, Yimeng Dai</p>
1:00 PM - 1:50 PM	<p><b>Poster Sessions</b></p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <div> <p><b>Intrusive Inquiries: The Effect of Coworker Nosiness on Employee Knowledge Hiding (Poster - 196897)</b></p> <p>1:00 PM - 1:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Richard Currie, Beya Arlen Aguinaga, Xinyu Chang, Ziqi Lin</p> <p><b>Moral Flexibility and Unethical Behavior: The Dual Protection of Ethical Leadership (Poster - 197278)</b></p> <p>1:00 PM - 1:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Dr. Joongseo Kim, Dr. Michael E. Brown, Sophia Elizabeth Diplacido, Yun Chung Kim</p> <p><b>Good Versus Bad Situational Strength? Within-Person Effects on Affect and Performance (Poster - 197347)</b></p> <p>1:00 PM - 1:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: JeongJin Kim, Seth Kaplan, Dr. Ze Zhu, John Aitken, Julia Isabelle Baines, Reeshad S. Dalal</p> <p><b>An Examination of Incivility's Effects on Patient Pain and Operational Outcomes (Poster - 197368)</b></p> <p>1:00 PM - 1:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Eugene Tay, Dr. Sandy Lim, E-Yang Goh, Jeremy Wee Choon Peng, Timothy Tan</p> <p><b>When Employees Engage in Time Theft for Different Motives: A Latent Profile Analysis (Poster - 197441)</b></p> <p>1:00 PM - 1:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Dizhen Lu, Biyun Hu, Liang Meng, Yuan Wang</p> <p><b>Necessary Nerves? An Expanded Theoretical Model of Anxiety's Workplace Outcomes (Poster - 197600)</b></p> <p>1:00 PM - 1:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Manuel F. Gonzalez, Wassim Elhouar</p> <p><b>Context Matters: Profiles of Emotion Regulation at Work and Home (Poster - 197633)</b></p> <p>1:00 PM - 1:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speaker: Roxanne Lawrence</p> <p><b>Ecological Momentary Emotion Regulation Intervention in the Workplace (Poster - 197680)</b></p> <p>1:00 PM - 1:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Dr. Ze Zhu, Seth Kaplan, JeongJin Kim, John Aitken, Jordan Hassani, Julia Isabelle Baines, Reeshad S. Dalal</p> <p><b>Coworkers' Organizational Embodiment: Attributing Coworker Incivility to Organization (Poster - 197830)</b></p> <p>1:00 PM - 1:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> </div>

Speakers: Kyoung Yong Kim, Cassidy Marquis, Dr. Laura Clark Joiner, Eun Kyung Joung, Ijeoma Ugwuanyi

**A Meta-Analysis of the Within-Person Relationship Between Affect and Job Performance (Poster - 197982)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: John Aitken, Seth Kaplan, JeongJin Kim, Jonathan Edward Clark, Julia Isabelle Baines, Madeline Elizabeth Wonders

**A Moral Perspective on the Self-Regulation of Counterproductive Work Behavior (Poster - 197995)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: John Aitken, Seth Kaplan, Dr. Ze Zhu, JeongJin Kim, Jordan Hassani, Julia Isabelle Baines, Reeshad S. Dalal

**Processing Personal Grief While at Work (Poster - 198046)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Jessica Zalewski

**Overeducation, Cognitive Overqualification, and Interpersonal Dynamics in the Workplace (Poster - 198052)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Berrin Erdogan, Alper Erturk, Dr. Allison M. Ellis, Dr. Aysegul Karaeminogullari, Talya Bauer, Zahide Karakitapoglu-Aygun

**Unmasking Silence: Illegitimate Tasks, Moral Disengagement, and Social Contexts (Poster - 198135)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kaitlin Ann Busse, Dr. Zhiqing E. Zhou, Kelly Nguyen, Wiston Rodriguez

**How Conflict Affects Vulnerable Narcissists at Work: A Moderated Mediation Model**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Anita Pai, Kimberly O'Brien, Sarah C. Adams

**Nuanced Emotion Regulation: Burnout and Counterproductive Work Behaviors (Poster - 198172)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kyle Mann, Kimberly O'Brien, Matthew Tappe

**A Within-Individual Examination of How Employees Cope With Injustice Through Gossip (Poster - 198247)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Noriko Tan, Dr. Yao Jingxian

**The Development and Validation of the Politically Based Maltreatment at Work Scale (Poster - 198274)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lucas Jeffrey Wall, Dr. Michael J. Zickar, Dr. Richard A. Mendelson, Emily E. Brown, Gloria C Kozak

**Development of an Expectancy Theory Counterproductive Work Behavior Scale (Poster - 198345)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Adam W. Meade, Quin Kidder, S. Bartholomew Craig, Ph.D.

**Effect of Family Motivation on Time Theft From an Impression Management Perspective (Poster - 198353)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dandan Li, Biyun Hu, Liang Meng

**Unlocking the Power of Envy: Knowledge Sharing and Hiding Targeting High Performers (Poster - 198377)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Soohyun (Ashley) Lee, Ph.D., Dr. Kristin Sommer

**Don't Thank Me Like That: When and Why Gratitude Expressions Violate Expectations (Poster - 198438)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Meghan Kane, Dr. Lauren R. Locklear, Dr. Mark G. Ehrhart, Madison Philio, Peyton Geisler, Rhea Patel

**Dark Personality Predicts Dark Behavior: Linking HDS Scales to Specific CWBs (Poster - 198456)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Linda Muller, Chase Winterberg, J.D., Ph.D., Deidre Hall, Michael Boudreaux

**Reexamining the Factor Structure of the Perth Emotional Reactivity Scale (PERS-S) (Poster - 198528)**

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Maddison North, Ares Boira, Brandon Choi, Catherine Bain, Dr. Eric A. Day, James Lue, Joshua Dean Rice, Justine Rockwood

**Frequent, Intense, and Intentional? Examining Profiles of Mistreatment Using LPA (Poster - 198539)**

1:00 PM - 1:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Sarah Carver, Dr. Joan E. Finegan

**The Effects of Shame and Guilt in Workplace on Work-Related Rumination: The Role of W (Poster - 198552)**

1:00 PM - 1:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speaker: Sunghyun Chang

**Complex Task Performance: The Role of Emotion Reactivity in the Face of Change (Poster - 198591)**

1:00 PM - 1:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Ares Boira, Brandon Choi, Catherine Bain, Dr. Eric A. Day, James Lue, Joshua Dean Rice, Justine Rockwood, Maddison North

**Workplace Conflict, Emotions, and Strain: A Process Approach (Poster - 198597)**

1:00 PM - 1:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speaker: Sophie Kay

**A Process Model of Workplace Cyber Incivility Spillover (Poster - 198696)**

1:00 PM - 1:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Dr. Katrina A. Burch, Cora Hurt

**A Meta-Analysis of Trait Boredom With Internalized and Externalized Outcomes (Poster - 198768)**

1:00 PM - 1:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Wei Ming Jonathan Phan, Paul E. Didham

**Malicious Compliance: Development and Initial Validation of a New Scale (Poster - 198786)**

1:00 PM - 1:50 PM  
Location: Hyatt - Riverside Exhibit Hall  
Speakers: Grace Elizabeth Cox, Chelsi F. Campbell

1:00 PM - 1:50 PM

**Ripping Up the Blueprint: The Many Ways to Transform Organizational Culture (Alternative Presentation - 198285)**

Location: Swissotel Vevey 1/2  
Speakers: Jacklyn Scymcyk, Abigail E. Reiss-Carnow, Ph.D., Brenna Hearn, Caitlin J. Jacobson, Dr. James Scrivani, Ms. Rebecca L. Stern

1:00 PM - 1:50 PM

**CANCELLED: Cultivating (Gen) AI-Ready Talent (Alternative Presentation - 197623)**

Location: Swissotel Vevey 3/4  
Speakers: Susannah Leigh Ivory, Dr. Marino Mugayar-Baldocchi, Joachim Talloen, Mukhunth Raghavan, Yueyang Chen

1:00 PM - 1:50 PM

**Alliance: Unlocking Whole Person Management: Benefits, Hidden Costs, and Solutions (Special Event - 199640)**

Location: Zoom Room 1  
Speakers: Dr. Julia B. Haas, Dr. David Cadiz, Dr. Elizabeth Pavese, Dr. Peter J. Reiley, Dr. Stephanie N. Downey, Nicole Ennen

1:00 PM - 1:50 PM

**How Innovative Technology Is Shifting Leadership Development (Panel Discussion - 197802)**

Location: Zoom Room 2  
Speakers: Kevin Thomas, Kevin Kruse

1:00 PM - 1:50 PM

**Removing the Cement Shoes: Advice on Making Boundary-Spanning I-O Career Transitions (Panel Discussion - 197755)**

Location: Zoom Room 3  
Speakers: Dr. Stephanie A. Andel, Ali Badibanga, Archana Manapragada Tedone, Ph.D., Dr. Erica N. Pieczonka, Maryana Arvan, Ph.D.

1:00 PM - 1:50 PM

**Invitation for Research: Race and Ethnicity Questions for the Government and Beyond (Alternative Presentation - 198627)**

Location: Swissotel Zurich AB  
Speakers: Dr. Courtney Bryant Shelby, Dr. Cheryl Fernandez, Dr. Niambi M. Powell, Maria Elena De la Flor Musso

1:00 PM - 1:50 PM

**Alliance: IWOP Declaration of Identity: Creating a Global Shared Identity (Special Event - 199641)**

Location: Swissotel Zurich C  
Speakers: Prof. Deirdre O'Shea, Dr. Barbara Kozusznik, Dr. Ivona Hideg, Dr. Mark L. Poteet, Dr. Sharon Glazer, Dr. Tara S. Behrend, Evangelia Demerouti, Hayden Fricke, Ruwayne Kock, Vicente Martinez-Tur

<b>1:00 PM - 1:50 PM</b>	<b>How (Not) to Cybervet: New Insights From Social Media in Selection (Symposium - 197490)</b> Location: Swissotel Zurich D Speakers: Franz Wilhelm Mönke, Amelie Sophie Bürger, Dr. Christopher J. Hartwell, Dr. Julia Levashina, Dr. Meghan A. Thornton-Lugo, Dr. Michael A. Campion, Faith Lee, Jake Harrison, Marc Cubrich, Prof. Philipp Schäpers, Tobias Sallach
<b>1:00 PM - 1:50 PM</b>	<b>IGNITE + Facilitated Session: Monsters Versus Ghosts: What Is Scariest, Tired Practices (Ignite - 198685)</b> Location: Swissotel Zurich EF Speakers: Dr. Brittany Head, Dan Fiedler, Dr. Boris Genzer, Kian Conwell Betancourt, Meghan O'Brien, Scott Spayd
<b>1:00 PM - 1:50 PM</b>	<b>COI: Org Trauma Meets Cultural Identity; Understanding the BIPOC Workforce Experience (Community of Interest - 199554)</b> Location: Swissotel Zurich G Speakers: Dr. Myia S. Williams, Dr. Juliette Nelson, Ph.D., Dr. Rajanique Modeste
<b>1:30 PM - 2:00 PM</b>	<b>Friday Afternoon Seminar Check-In</b> Location: Michigan Rooms
<b>2:00 PM - 3:20 PM</b>	<b>SIOP Intelligence on AI 2.0: Legal, Practice, Science, and Ethics Perspectives (Alternative Presentation - 197918)</b> Location: Hyatt Ballroom A Speakers: Dr. Kayla Dawn Finuf, Adam T. Klein, Chase Winterberg, J.D., Ph.D., Dr. Ann Marie Ryan, Fred Oswald, Dr. Toni S. Locklear, Jessica Haig, MA, John Capman, Ph.D.
<b>2:00 PM - 3:20 PM</b>	<b>The Bigger Picture: Unsiloeing Economic and Financial Stressors Research (Symposium - 197976)</b> Location: Hyatt Ballroom B Speakers: Emily Ready, Alexis J. Powell, Anahí van Hootegem, Andrea Bazzoli, Cassandra Phetmisy, Dr. Eric D. Heggestad, Dr. Larry R. Martinez, Dr. Leslie B. Hammer, Dr. Mark G. Ehrhart, Dr. Mindy K. Shoss, Emily Hill, Faviola Robles-Saenz, Julian Decius, Katharina Klug, Lisa Walker, Megan Snoeyink, Meghan Kathleen Davenport, Tarya Bardwell
<b>2:00 PM - 3:20 PM</b>	<b>High Impact Coaching Techniques: Successes From the Front Lines (Panel Discussion - 198144)</b> Location: Hyatt Ballroom EF Speakers: President + Co-Founder Stefanie A. Mockler, Ph.D., Amanda Bell, Dr. Dale S. Rose, Dr. Elna M. Hall, Jake Weiss, Lacey Savage
<b>2:00 PM - 3:20 PM</b>	<b>Human-Centered, Ethical, and Responsible Artificial Intelligence (HCER-AI) at Work: I (Symposium - 198635)</b> Location: Hyatt Ballroom N CD Speakers: Andrew Samo, Ahleah Miles, Bradley Pitcher, Buddhi Jayatilleke, Fred Oswald, Dr. Sang Eun Woo, Dr. Tara S. Behrend, JeongJin Kim, Jerod Cody White, Joachim Talloen, Kevin Hoff, Mr. David L. Tomczak, Ms. Jiyoung Park, Xin Hou, Zachariah Roper
<b>2:00 PM - 3:20 PM</b>	<b>Human-Centric Assessments: Rethinking How to Assess Talent in Radically Human Ways (Panel Discussion - 198017)</b> Location: Hyatt Ballroom S CD Speakers: Dr. Michel A. Buffet, Dr. Amy Dawgert Grubb, Dr. Eileen C. Toomey
<b>2:00 PM - 3:20 PM</b>	<b>Charting Your Course: Career Navigation in I-O Psychology (Alternative Presentation - 197336)</b> Location: Hyatt Grand Hall H Speakers: Leah R. Wolfeld, Ph.D., Angela Grotto, Dr. Lilia Hayrapetyan, Dr. Michael J. Kern, Dr. Seymour Adler, Dr. Walter Reichman
<b>2:00 PM - 3:20 PM</b>	<b>Religion at the Workplace: Two Years of Talking and Now It Is Time to Act (Alternative Presentation - 198133)</b> Location: Hyatt Grand Hall I Speakers: Dr. Elliot D. Lasson, Annette Tyman, Dr. Swadeep U. Patel, Mr. Daniel P. Russell, Sherif al-Qallawi
<b>2:00 PM - 3:20 PM</b>	<b>Experiences From Neurodivergent Leaders (Master Tutorial - 198428)</b> Location: Hyatt Grand Hall J Speakers: Tiffany Jameson, Dr. Nancy Elizabeth Doyle
<b>2:00 PM - 3:20 PM</b>	<b>U.S. Anti-LGBTQ+ Legislation: Next Steps for Research and Practice (Panel Discussion - 197696)</b> Location: Hyatt Grand Hall K Speakers: Lauren Moran, Dr. Christopher Wiese, Dr. David F. Arena, Jr., Dr. Isaac E. Sabat, Dr. Lindsay Y. Dhanani, Elena Cabrera, Wesley Ashworth



2:00 PM - 3:20 PM

**Golden Paths: This Is the Way Versus Roads Less Traveled (Panel Discussion - 198405)**

Location: Hyatt Grand Hall L

Speakers: LCDR Michael W. Natali, Brennan D. Cox, Dr. Sean D. Robinson, Dr. Stephanie A. Zajac, Mr. Nathan D. Page

2:00 PM - 3:20 PM

**Survey Action: What Really Happens, How Do We Know, and Does it Really Matter? (Symposium - 198230)**

Location: Hyatt Grand Hall MN

Speakers: Dr. Scott M. Brooks, Bailey Heather Strong, Dr. Joel Philo, Dr. Joshua L. Brenner, Dr. Stephen F. Young, Marisa Rosen, Ms. LeClaire Hammerle

2:00 PM - 3:20 PM

**Faith Forward: Generating New Research on Religious Diversity in the Workplace (Alternative Presentation - 198219)**

Location: Swissotel Montreux 2/3

Speakers: Dr. Helen H. Chung, Anne E. Kato, Denise Daniels, Dr. Afra S. Ahmad, Dr. Christine R. Smith, Joshua Nagel, Paul Lambert

2:00 PM - 2:50 PM

**Poster Sessions**

Location: Hyatt - Riverside Exhibit Hall

**Attitudes, Threat Appraisal, and Self-Efficacy Trajectories Across Technology Changes (Poster - 196489)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Makai Ruffin, Margaret Beier, Meghan Kathleen Davenport

**Mass Migrations: Examining the Effects of Work Modality on Employee Health (Poster - 196636)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Riley Schwanz, Alexandria Bohn, Dr. Debra Steele-Johnson, Mark C. Ramsey

**Self-Interest Attribution Effects of Priority of Safety on Proactive Safety Behaviors (Poster - 196759)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yibing Zhou, Lei Wang, Yang Ouyang

**Employees' Sleep and Systematic Changes in Stressor Appraisals During the Day (Poster - 196783)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jette Völker, Miriam Schilbach, Monika Maria Wiegelmann

**Cyberloafing as a Tool for Resource Replenishment (Poster - 196891)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alexandria Bohn, Dr. Debra Steele-Johnson, Riley Schwanz

**Rank Ordering Personal Resources for Work Ability in the Health and Retirement Study (Poster - 196957)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Edileide Oliveira, Dr. Rick Allen Laguerre

**When Plans Do Not Work Out: Planning's Role for Stress During Goal Striving (Poster - 197167)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nina Trenz, Nina Keith

**Examining the Moderating Influence of Subjective Age on Two Types of Motivation (Poster - 197251)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Seth Jones, Dr. Courtney Baker, Dr. Rick Allen Laguerre

**Antecedents, Outcomes, and Relative Importance of Role Stressors: A Meta-Analysis (Poster - 197299)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Austin Cunningham, Dr. Gargi Sawhney, Mallory McCord, Kwesi O. Adjei, Peter Cook

**Workaholism and Alternative Recovery Experiences Over the Weekend (Poster - 197319)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Haylie Anne Lloyd, Dr. Alexander T. Jackson, Dr. Judith L. Van Hein, Roxana Johnson

**"It's Always Looming Over You": A Multimethod Study of Responses to Job Insecurity (Poster - 197338)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ann Schlotzhauer, Dr. Mindy K. Shoss, Emily Hill, Hannah A. Crandell, Phuong Tran, Rishika Sharma

**Interpersonal Competition and Social Relationships at Work (Poster - 197369)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lea Katharina Lempert, Nina Keith

**The Impact of Professional Rejection on Willingness to Perform and Affectivity (Poster - 197388)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kenneth Eduardo Granillo-Velasquez, Allison Danielle Gutierrez, Denise L. Reyes, Ph.D.

**Patterns of Precarity Among Older Workers: A Latent Profile Approach (Poster - 197553)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alissa Neal, Dr. Barbara A. Fritzsche

**Supervisor Support and Employee Mental Health: A Systematic Literature Review (Poster - 197557)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Lauren Offermann

**The Benefits of Social Participation: Drawing on the Health and Retirement Study (Poster - 197565)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Christina Christodoulou, Dr. Rick Allen Laguerre

**The Complex Relationship Among Calling, Workaholism, Perfectionism, and Mental Health (Poster - 197594)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emma Vosika, Thomas Britt, Sarah Meyer

**Burnout: Understanding the Roles of Meaning and Uncertainty (Poster - 197596)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jo   G. Leduc, Dr. Kathleen Boies

**Effect of Leader Appreciation on Employee Burnout: A Self-Determination Perspective (Poster - 197627)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Annalissa Thomas, Dr. Zhiqing E. Zhou

**Does Money Matter? Exploring the Dynamic Link Between Income and Job Satisfaction (Poster - 197641)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nanhee Kim, Bo Zhang

**All the Lonely Workers: A Meta-Analysis of the Literature on Workplace Loneliness (Poster - 197685)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Amy Wax, Catherine Warren, Megan Sands

**Organizational Identification and Organizational Performance: Which Leads to Which? (Poster - 197812)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kyoung Yong Kim, Cassidy Marquis, Eun Kyung Joung, Mengwei Li

**Diversity Mindset: Relationships With Adaptability, Growth Mindset, and Job Outcomes (Poster - 197857)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: William Scott, Dr. Frederick T. Leong, Siddharth Chandra, William Chopik

**Social Capital, Emotional Labor, and Work Engagement in Frontline Restaurant Employees (Poster - 197947)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Brianna McCartney

**Weight-Related Metastereotypes and Stereotype Threat as Predictors of Work Attitudes (Poster - 198126)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Matthew Joseph Gerson, Nancy Dorr

**Religion, Organizational Commitment, and Reactions to Workplace Offenses (Poster - 198281)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Michael Horvath, Angela Lewis, Megan Crow Brauer, Nicole Diehl, Ominia Hamad

**Emotions Matter: Why How We Chat Matters More Than What We Say (Poster - 198308)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: John W. Michel, Ph.D., Emily Pinsk, Michael J. Tews, Ph.D.

**Do Survey Response Rates Influence Employee Engagement Survey Results? (Poster - 198370)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Sharon McKean, Dr. Jeffrey M. Cucina, Hanna Greenberg, JaQuira Moore, Jill Petro, Kevin A. Byle, Ms. Sarah Agarwal, Scott K. Burtneck

**Development and Validation of the Social Connection Preference Behaviors Scale (Poster - 198382)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Takudzwa Chawota, Dr. Marcus W. Dickson

**Understanding Turnover Intent After Workplace Ostracism (Poster - 198571)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Uma Kedharnath, Dr. Chris A. Henle, Dr. Rachel E. Frieder

**Delivering Critical Feedback Without Attracting Criticism: An Investigation of Female (Poster - 198737)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Cassandra L. Batz-Barbarich, Whitney Tyler Douglas Buser

**2:00 PM - 3:20 PM**

**Trans Inclusion: A Candid Conversation With Trans and Nonbinary Experts (Panel Discussion - 198106)**

Location: Swissotel Vevey 1/2

Speakers: Mateo Cruz, Cory Nyamora, Hayden Thatcher DuBois, Matthew Banks, Melanie Willingham-Jaggers, Nick Alm

**2:00 PM - 3:20 PM**

**Computational Modeling for Everyone: A Beginner's Guide to Modeling in I-O Research (Panel Discussion - 197492)**

Location: Swissotel Vevey 3/4

Speakers: Nina Carmichael-Tanaka, Ashlyn Lowe, Dr. Goran Kuljanin, Dr. James A. Grand, Dr. Michael T. Braun, Dr. Yihao Liu, Ryan Scott Grant

**2:00 PM - 3:20 PM**

**Navigating Employer Perceptions of Assessments and Aversion to Measurement (Panel Discussion - 197648)**

Location: Zoom Room 1

Speakers: Gauri Rege, Dr. Ashlie R. Plants, Erika Robinson-Morrall, Dr. Lauren J. Ramsay, Dr. Mark Alan Smith, Jeffrey R. Labrador, Ms. Sarah N. Layman, Yuliya M. Cheban-Gore

**2:00 PM - 3:20 PM**

**Surveying the Unsurveyable: Challenges of Surveying a Mobile and Deskless Workforce (Panel Discussion - 198775)**

Location: Zoom Room 2

Speakers: Dr. Julian Bryant Allen, Dr. Christopher T. Rotolo, Mariya Dubrovina, Jerry Seibert, Kira Barden, Nabila Sheikh-Hashmi

**2:00 PM - 3:20 PM**

**I-O for Good: Case Studies and Best Practices for Prosocial I-O Psychology (Panel Discussion - 197834)**

Location: Zoom Room 3

Speakers: Dr. Jensen T. Mecca, Dr. Brodie Gregory Riordan, Dr. Jennifer A. Griffith, Dr. Kristin N. Saboe, Katherine Green

**2:00 PM - 3:20 PM**

**Examining Graduate Admissions Criteria: Validity, Bias, and Decision-Making Practices (Symposium - 197828)**

Location: Swissotel Zurich AB

Speakers: Saron Demeke, Anne Marie Griebie, Dr. Marcus Crede, Melissa Keith, Dr. Paul R. Sackett, Isaac Bazian, James M. LeBreton, Marvin Neumann, Nathan R. Kuncel, Reed Priest, Samuel Lee

**2:00 PM - 3:20 PM**

**SIOP Executive Board Roundtable Discussion (Special Event - 199627)**

Location: Swissotel Zurich C

Speakers: Dr. Tara S. Behrend, Dr. Alexis A. Fink, Dr. Amy DuVernet, Dr. Chu-Hsiang (Daisy) Chang, Dr. Derek R. Avery, Dr. Emily G. Solberg, Dr. Enrica N. Ruggs, Dr. Eric D. Heggstad, Dr. Liberty J. Munson, Dr. Mo Wang, Dr. Nikki Blacksmith, Dr. Richard N. Landers, Dr. Scott Highhouse, Dr. Scott I. Tannenbaum, Dr. Songqi Liu, Reeshad S. Dalal

**2:00 PM - 3:20 PM**

**Navigating Talent Trends: Insights From Industry Leaders (Alternative Presentation - 197978)**

Location: Swissotel Zurich D

Speakers: McKenzie Specht, Cynthia P. Shasky, Jacob Wessels, Karim Badr, Kaylen P. Wood, Matthew Bennett, Nino Sziedell

**2:00 PM - 3:20 PM**

**Applying the Organizational Maturity Framework to Organizational Change (Master Tutorial - 198716)**

Location: Swissotel Zurich EF

Speaker: Bill Curtis

**2:00 PM - 5:00 PM**

**Friday Afternoon Seminars (Seminars 4, 5 and 6)**

Location: Michigan Rooms

<b>3:30 PM - 4:00 PM</b>	<b>Coffee Break with the Exhibitors</b> Location: Hyatt - Riverside Exhibit Hall
<b>4:00 PM - 4:50 PM</b>	<b>Tapping Talent and Enhancing DEI: Applicants With Nontraditional Lived Experiences (Alternative Presentation - 198049)</b> Location: Hyatt Ballroom A Speakers: Victor Ellingsen, Dr. Eric C. Popp, Dr. Fred G. Macoukji, Jeremiah McFarland, Miss Kerri C. Nelson
<b>4:00 PM - 4:50 PM</b>	<b>Next-Gen Workforce Planning: Leveraging Data, Analytics, and Building Resilient Bus. (Panel Discussion - 198742)</b> Location: Hyatt Ballroom B Speakers: Dr. Daniel V. Lezotte, Dr. Aaron Sorensen, Jeff Mullen, Michael J. Walsh
<b>4:00 PM - 4:50 PM</b>	<b>Remaining True to Our Roots: Academic Careers in Psychology Departments (Panel Discussion - 197642)</b> Location: Hyatt Ballroom EF Speakers: Dr. Stephanie C. Payne, Dr. Fritz Drasgow, Dr. Jaime B. Henning, Dr. Richard J. Klimoski, Dr. Sylvia G. Roch, Margaret T. Horner, Yanai Yvette Otero La Porte
<b>4:00 PM - 4:50 PM</b>	<b>They Matter Too: Examining Underserved Populations in Work–Life Policy Research (Symposium - 197228)</b> Location: Hyatt Ballroom N CD Speakers: Dr. Drake Van Egdom, Chelsey Jackson, Angela Grotto, Dr. Beth A. Heinen, Dr. Ellen E. Kossek, Dr. Jacqueline T. Marhefka, Dr. Rebecca J. Thompson, Dr. Stephanie E.V. Brown, Jeanine Andreassi, Steven Zhou, Yingyi Chang
<b>4:00 PM - 4:50 PM</b>	<b>Rising Together: A Vital Call to Address Burnout in Life Sciences and Healthcare (Alternative Presentation - 198145)</b> Location: Hyatt Ballroom S CD Speakers: Dr. Nicholas Kovacs, Dr. Sara J. Shondrick, Mrs. Gina Phelps Thoebes, Rob Saper, MD MPH
<b>4:00 PM - 4:50 PM</b>	<b>Affective and Psychological Processes in the Maternity–Work Intersection (Symposium - 198282)</b> Location: Hyatt Grand Hall H Speakers: Aashna Matty Waiwood, Abbie Griffith Oliver, Beth Sara Schinoff, Dr. Allison S. Gabriel, Dr. David F. Arena, Jr., Dr. Devalina Nag, Dr. Kristen P. Jones, Dr. Meghan A. Thornton-Lugo, Dr. Nitya Chawla, Dr. Tammy D. Allen, Jinfeng Chen, Megan Crow Brauer, Yu Tse Heng
<b>4:00 PM - 4:50 PM</b>	<b>Remote and Hybrid Work: Advice and Lessons of Experience From CHROs (Panel Discussion - 198192)</b> Location: Hyatt Grand Hall I Speakers: Dr. William Shepherd, Alana Cober, Dr. Elizabeth B. Kolmstetter, Maura Stevenson, Dr. Megan K. Leasher, Sarah Evans
<b>4:00 PM - 4:50 PM</b>	<b>Pain and Champagne Moments in Tech Talent Acquisition (Ignite - 196812)</b> Location: Hyatt Grand Hall J Speakers: Kama D. Dodge, Dr. Ariel A. Roberts, Dr. Emily S. Medvin, Dr. Robbie C. Brusso, Ms. Katie Kuker, Wenjie Xie
<b>4:00 PM - 4:50 PM</b>	<b>Innovations in the Research and Practice of Job Analysis (Panel Discussion - 197923)</b> Location: Hyatt Grand Hall K Speakers: Annie Nottingham, Dr. Dan J. Putka, Dr. Jennifer S. Tucker, John Scott, Dr. Krista Ratwani, John Aitken, Madeline Elizabeth Wonders
<b>4:00 PM - 4:50 PM</b>	<b>Getting Started With Smartwatch Data in I-O Psychology Research (Master Tutorial - 197640)</b> Location: Hyatt Grand Hall L Speakers: Fiyinfunjah Dosumu, Dr. Charles C. Calderwood, Dr. Ivan Hernandez
<b>4:00 PM - 4:50 PM</b>	<b>Helping Revisited: Research on Alternative Workplace Social Support Perspectives (Symposium - 197950)</b> Location: Hyatt Grand Hall MN Speakers: Ian Michael Hughes, Anthony Misco, Cheryl Gray, Ph.D., Dr. Eden B. King, Dr. Margaret E. Brooks, Melissa Keith, Seth Kaplan, Isabel Skovera, Jansine Paoletti, Joanna Zakzewski, Lauren Offermann, Madeline Elizabeth Wonders
<b>4:00 PM - 4:50 PM</b>	<b>Current Realities of Using AI for Executive Assessment: Innovation Review (Alternative Presentation - 198784)</b> Location: Swissotel Montreux 1 Speakers: Dr. Mark S. Urban, Dr. Yalcin Acikgoz, Mounica Reddy, Mr. David Mayfield, Tanner Levenhagen
<b>4:00 PM - 4:50 PM</b>	<b>Poster Sessions</b>

**Conceptualization and Measurement of Workplace Precrastination (Poster - 196874)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Jie Guo, Dr. Inchul Cho, Sushil S. Nifadkar

**A Novel Survey Approach: Rapid Response Measurement (Poster - 196984)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Alicia Stachowski, Alex L Bush, Dr. Marcy Young Illies

**Assessing Careless Responding in Situational Judgment Tests (Poster - 196993)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mark C. Ramsey, Dr. Nathan A. Bowling, Madeline Jane Filippi, Riley Schwanz

**Integrating Forced Choice Into Rapid Response Measurement (Poster - 197018)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Adam W. Meade, Dr. Chet Robie, Neil Christiansen, Peter A. Fisher, Robert Loy, Sabah Rasheed

**The Impact of Adult Learners' Challenge Recollections' on Lifelong Learning Decisions (Poster - 197104)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ziyu Qi, Corey Tatel, Dr. Ruth Kanfer, Sibley Lyndgaard

**Model Fit and Comparisons With CFA: Formalizing the Informal in Organizational Science (Poster - 197107)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Brett H. Neely, Jr., Dr. Joshua Cogswell, Dr. Matt C. Howard, Melanie Boudreaux

**Diagnostic Classification Models (DCMs): Modern Applications and Future Directions (Poster - 197257)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: David Glerum

**Dealing With Small Samples in Disability Research: Do Not Fret, Bayes Is Here (Poster - 197415)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Karyssa Courey, Fred Oswald, Felix Wu

**Validity of Response Variability Based Indices as Measures of Careless Responding (Poster - 197443)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mark C. Ramsey, Dr. David M. LaHuis, Dr. Nathan A. Bowling, Mr. David Lee Sexton, Jr., Preston Menke

**Skills Shape Jobseekers' Perceptions of Effort and Interest in Training (Poster - 197487)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Meghan Kathleen Davenport, Margaret Beier

**Interdisciplinary Perspectives on Skills in the 21st Century: A Bibliometric Analysis (Poster - 197507)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ahleah Miles, Bradley Pitcher, Dr. Tara S. Behrend

**Following Up on the Impact of Verbiage and Scale Points on Survey Responses (Poster - 197628)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ari Hymowitz, Ashley Njaka, Christa Mattis, Dr. Terri Shapiro, Edgardo Cigaran, Rohan Ramesh

**The Impact of Response Format: Sliders Versus Radio Button Scales (Poster - 197631)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ari Hymowitz, Amar Bhatia, Ashley Njaka, Christa Mattis, Dr. Terri Shapiro, Edgardo Cigaran, Rohan Ramesh

**An Investigation of Optimal Item Parceling Strategies for Bifactor Predictive Models (Poster - 197790)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jinsoo Choi, Bo Zhang

**An Investigation of the Structural After Measurement Approach for Bifactor Models (Poster - 197824)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jinsoo Choi, Bo Zhang, Sunbeom Kwon

**Comparing Shortened Scales: Supervised Construct Scoring Versus Single-Item Measures (Poster - 198019)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Angelia Yvonne Delacruz, Dr. Andrew Speer

**Navigating the Office Arena: Developing a Multidimensional Measure for Political Will**



**(Poster - 198055)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ms. Lida Priscila Ponce, Dr. Nicholas Aaron Moon, Dr. Philseok Lee, Seth Kaplan, Mina Son

**Cultivating Self-Directed Learning Using a One-Time Extrinsic Reward (Poster - 198179)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Vivien Lee, Dr. Richard N. Landers

**Asynchronous Video Interviews in Selection: Practices to Ensure High Reliability**

**(Poster - 198228)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Chee-Wee Koh, Jamie Chua

**Computational Model of Judicious Resource Allocation in Self-Regulated Learning**

**(Poster - 198354)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Keisuke Mikami, Dr. Jeffrey B. Vancouver

**Increasing Expatriate Training Transfer: An Identity and Accountability Based Model**

**(Poster - 198499)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Rebecca Grossman, Dr. Lisa Burke-Smalley, Kareem Panton

**What Comes First: Employees' Desire to Develop or Support From Their Organization?**

**(Poster - 198534)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Sarah Coley, Cheryl Flink

**Can Moderation Results in I-O Psychology Journals Be Trusted? Evidence From a Z-**

**Curve (Poster - 198595)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Dr. Marcus Crede

**Trait Reactance Influences Reactions to Training Feedback (Poster - 198602)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jerod Cody White, Ben Blachly, Christine Cairolì, Dr. Tara S. Behrend

**Administering Very Long Measures: Is It That Bad for Research Validity? (Poster -**

**198621)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nidhal Mazza, Dr. Winfred Arthur, Jr.

**Decoding Difficulty: Harnessing Automatic Item Generation for Optimal Perceptual Test**

**(Poster - 198622)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Bao Gia Ho, Dr. Alan D. Mead, Dr. Michael J. Zickar, Dr. Samuel T. McAbee

**Recommender Systems in the Workplace: A Systematic Review (Poster - 198623)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Cristina Marie Gonzalez, Hanyi Min, Dr. Rachel Williamson Smith

**The Role of Team Sex Composition in Team-Training Research (Poster - 198643)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nidhal Mazza, Benjamin D. Schulte, Dr. Winfred Arthur, Jr., Emma Edoga, Mathew Neuman

**Two Languages, One Scale: Testing Multilingual Presentation in Personality**

**Assessment (Poster - 198682)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Clark Amistad, Bao Gia Ho, Dr. Michael J. Zickar, Dr. Scott A. Davies

**Visualizing Trends in One Million I-O Psychology Findings (Poster - 198713)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Frank A. Bosco, Isaiah J Lynch

**Evaluating the Quality of AI-Generated Items for a Knowledge Exam (Poster - 198774)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Alan D. Mead, Miss Chenxuan Zhou

**A Review, Synthesis, and Call to Action for Microaggression Measurement (Poster - 198810)**

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Rebecca Harmata, Dr. Brian J. Hoffman

<b>4:00 PM - 4:50 PM</b>	<b>Unlocking the Value of I-O Psychology Student Consulting in Higher Education (Panel Discussion - 198140)</b> Location: Swissotel Vevey 1/2 Speakers: Allama Ikbal Sijan, Catrina Notari, Lauren Hunt, Leticia Franca Lancuna, Mele Kramer, Michael DeFabiis, Rachel Helisch
<b>4:00 PM - 4:50 PM</b>	<b>Critical Skills and Competencies for Qualitative Research in I-O (Ignite - 198476)</b> Location: Swissotel Vevey 3/4 Speakers: Dina Fleyshmakher, Andrea Bazzoli, Ashley Moroney, Dr. Emily M. Pelosi, Dr. Joseph Mazzola, Elizabeth Weglarz, Julie V. Dinh, Lia Crowley, Yochi Cohen-Charash, Ph.D.
<b>4:00 PM - 4:50 PM</b>	<b>Navigating AI and I-O Intersections: Innovation, Promises, Ethics, and Pitfalls (Panel Discussion - 197472)</b> Location: Zoom Room 1 Speakers: Erin Jackson Walker, Danilo Le Sante, Dr. Ashley A. Walvoord, Dr. Douglas H. Reynolds, Dr. Ren Nygren
<b>4:00 PM - 4:50 PM</b>	<b>New Frontiers in Executive Assessments: Building Solutions That Excite Leaders (Panel Discussion - 198057)</b> Location: Zoom Room 2 Speakers: Dr. Jaclyn M. Menendez, Amie Lawrence, Dr. Brad A. Chambers, Dr. Ken Lahti, Dr. Martin Factor, Martin Lanik
<b>4:00 PM - 4:50 PM</b>	<b>COI: Bias in AI Tools: What I-O Has to Offer in the Use of Artificial Intelligence (Community of Interest - 199566)</b> Location: Zoom Room 3 Speakers: Dr. Sayeedul Islam, Arwen Griffioen, Dr. Craig R. Dawson, Dr. Jinyan Fan, Dr. Michael H. Chetta, Karim Ginena, Rewina Bedemariam
<b>4:00 PM - 4:50 PM</b>	<b>Harmful or Helpful? Examining the Effectiveness of Allyship in the Workplace (Symposium - 198419)</b> Location: Swissotel Zurich AB Speakers: Kristen Campbell, Amanda Mosier, Celia Moore, Darius Washington, Dr. Donna Chrobot-Mason, Dr. Julie H. Wayne, Dr. Margaret S. Stockdale, Dr. Sabrina D. Volpone, Dr. Wendy J. Casper, Juliane Schitteck, Marla L. White, Tuyen Dinh
<b>4:00 PM - 4:50 PM</b>	<b>Teaching Leaders to Coach: Strategies, Success Factors, and Impact Metrics (Master Tutorial - 198701)</b> Location: Swissotel Zurich D Speakers: Dr. Cary Kemp Larson, Jenna Jennings
<b>4:00 PM - 4:50 PM</b>	<b>How CEOs Foster Employee Well-Being (Panel Discussion - 198695)</b> Location: Swissotel Zurich EF Speakers: Dr. Jeffrey J. McHenry, Arthur C. Evans, Darlyne Keller, Dr. Elaine D. Pulakos, Robin Mcleod
<b>4:00 PM - 4:50 PM</b>	<b>COI: Women at Work: An Inward Look Among I-O Friends and Colleagues (Community of Interest - 199526)</b> Location: Swissotel Zurich G Speakers: Dr. Roza Jankovic, Christina Fleck, Dr. Janis M. Ward, Dr. Katherine L. Bittner, Macy E. Cheeks, M.S., SHRM-CP, Ms. Shavonne Holman
<b>5:00 PM - 5:50 PM</b>	<b>Manager Integration Matters: Examining Workplace Mental Health Interventions (Symposium - 197208)</b> Location: Hyatt Ballroom A Speakers: Shalene Allen, Alice Sinclair, Benjamin Vaughan, Chris DeCou, Craig Bartle, Dennis P. Stolle, Dr. Jennifer K. Dimoff, Dr. Krista Brockwood, Dr. Leslie B. Hammer, Em Francis Trubits, Fehmidah Munir, Jaime Delgadillo, Jane Bourke, Jeremy F. Dawson, Jo Yarker, Juliet Hassard, Karina Nielsen, Lizzie Degerdon, Louise Thomson, Maha Siddiqui, Maria Wishart, Nick Pahl, Oliver Davis, Stavroula Leka, Stephen Roper, Teixeira Dulal-Arthur, Umesh Kadam, Vicki Belt
<b>5:00 PM - 5:50 PM</b>	<b>Going From Science to Product Development: An Overview of MLOps for I-Os (Master Tutorial - 198163)</b> Location: Hyatt Ballroom B Speakers: Dr. Frederick R. Stilson, Dr. Derek L. Mracek, Richard Rosenow
<b>5:00 PM - 5:50 PM</b>	<b>Taking the L.E.A.P. Into Self-Employment: What I Wish I Would Have Known (Panel Discussion - 198119)</b> Location: Hyatt Ballroom EF Speakers: Ms. Jessie Leisten, Amy M. Bladen Shatto, Ph.D., Gordy Curphy, Ph.D., Kris Girrell, Mr. Charley C. Morrow, Rebecca L Williams

5:00 PM - 5:50 PM	<p><b>Effective Strategy Alignment and Execution Across the People Analytics Maturity Curve (Panel Discussion - 198325)</b></p> <p>Location: Hyatt Ballroom N CD Speakers: Jacklyn Scymcyk, Dr. Christopher K. Adair, Dr. Lilia Hayrapetyan, Dr. Suman Lam, Michael McFerran</p>
5:00 PM - 5:50 PM	<p><b>Unmasking Destructive Leadership: Traits, Moderators, and Mitigating Factors (Symposium - 197739)</b></p> <p>Location: Hyatt Ballroom S CD Speakers: Amie Lawrence, Dr. Amy Buckett, Dr. Michelle Martin-Raugh, Elijah Jones, Jazzerai Yarborough, Kevin Impelman, Miguel Wilson, Ms. Kristin M. Delgado, Rodney S. Vallejo, Ph.D., Sampoorna Nandi, Scott Stubenrauch, Shaun Wehle</p>
5:00 PM - 5:50 PM	<p><b>Award: Best Practices and Applications of I-O (Special Event - 199649)</b></p> <p>Location: Hyatt Grand Hall H Speakers: Briana Squires, Dr. Carter Gibson, Dr. Peter J. Reiley, Jerry Seibert, Dr. William Shepherd, Mr. Eric D. Bookmyer</p>
5:00 PM - 5:50 PM	<p><b>Invited: SIOP's Advocacy and Government Relations: AI and Much More (Special Event - 199606)</b></p> <p>Location: Hyatt Grand Hall I Speakers: Dr. Kristin N. Saboe, Fred Oswald, Christopher D. Nye, Amanda Lee Bruno, Jack Taejin Goodman</p>
5:00 PM - 5:50 PM	<p><b>Inclusion in Action: Raising Awareness of Asian Workplace Challenges (Panel Discussion - 198603)</b></p> <p>Location: Hyatt Grand Hall J Speakers: Senior People Analytics Manager Alexander H. Hsu, Anmol Sachdeva, Dr. Mei-Chuan Kung, Sophie Kay, Julie Chen, Mr. Alen Chao, Ngoc Duong</p>
5:00 PM - 5:50 PM	<p><b>I-Os in the Wild: Getting the Most Out of Your Local I-O Professional Group (Alternative Presentation - 198349)</b></p> <p>Location: Hyatt Grand Hall K Speakers: Adam M. Smith, Dr. Alan J. Tomassetti, Dr. Eileen M. Linnabery, Dr. Mariangela Battista, Ms. Beth Melillo</p>
5:00 PM - 5:50 PM	<p><b>Mind the Gap: Generativity Bridging Older Worker Reciprocity for Newer Employees (Symposium - 197242)</b></p> <p>Location: Hyatt Grand Hall L Speakers: Ryan Musselman, Dr. Juergen Deller, Lindsay Hastings</p>
5:00 PM - 5:50 PM	<p><b>Navigating the Team Coaching Landscape: Practice, Potholes, and Profound Impact (Panel Discussion - 197550)</b></p> <p>Location: Hyatt Grand Hall MN Speakers: Mrs. Gina Phelps Thobes, Dr. Marc B. Sokol, Dr. Michael M. Woodward, Dr. Scott I. Tannenbaum, Jonathan Reitz</p>
5:00 PM - 5:50 PM	<p><b>I-O's Role in Making Universities Better Places to Work: A Panel-Led Session (Alternative Presentation - 198322)</b></p> <p>Location: Swissotel Montreux 1 Speakers: Dr. Christa E. Kiersch, Dr. Kurt Kraiger, Dr. Nicole Gullekson, Dr. Thomas M. Cavanagh</p>
5:00 PM - 5:50 PM	<p><b>Striking the Balance: I-O Psychology's Role in Developing Global Selection Systems (Panel Discussion - 197786)</b></p> <p>Location: Swissotel Vevey 1/2 Speakers: Hayley Walton, Amy Wester, Cody Warren, Dr. Jay H. Steffensmeier, Jeffrey R. Labrador, Mr. Ben Hawkes</p>
5:00 PM - 5:50 PM	<p><b>Aging at Work Open Space: Opportunities and Challenges for Research and Practice (Alternative Presentation - 197489)</b></p> <p>Location: Swissotel Vevey 3/4 Speakers: Meghan Kathleen Davenport, Margaret Beier, Makai Ruffin, Megan McSpedon</p>
5:00 PM - 5:50 PM	<p><b>Integrating Large Language Models in the Assessment Item Development Lifecycle (Symposium - 198208)</b></p> <p>Location: Zoom Room 1 Speakers: Bharati B. Belwalkar, Dr. Christina K. Curnow, Joseph Meyer, Stephen Paul, Yared Hurisa</p>
5:00 PM - 5:50 PM	<p><b>So, You Want to Switch Careers: Transitioning From I-O Psychology to Marketing (Panel Discussion - 198110)</b></p> <p>Location: Zoom Room 3 Speakers: Veronica Bou Onk, Brissa Jaqueline Ytuarte, Diana Rosenzweig, Dr. Cody B. Cox, Dr. Gregory J. Pool</p>

<b>5:00 PM - 5:50 PM</b>	<b>Teaching I-O to Gen Z: Adapting Teaching Strategies for the Modern Classroom (Alternative Presentation - 198032)</b> Location: Swissotel Zurich AB Speakers: Hannah Elizabeth Perkins Stark, Sydney Green
<b>5:00 PM - 5:50 PM</b>	<b>Speaking Up for Your Research: How to Communicate Your Findings to a Broad Audience (Alternative Presentation - 197515)</b> Location: Swissotel Zurich C Speakers: Renee McCauley, Dr. Christopher Wiese, Dr. Katina Sawyer, Dr. Keaton A. Fletcher, Dr. Lisa M. Kath, Dr. Patricia E. Grabarek, Dr. Paul R. Yost, Dr. Sayeedul Islam, Dr. Steven G. Rogelberg, Jonathan Elias Morel, Miss Kerri C. Nelson, Steven Zhou
<b>5:00 PM - 5:50 PM</b>	<b>Authenticity at Work: Multiple Pathways to Well-Being (Symposium - 198035)</b> Location: Swissotel Zurich D Speakers: Dr. Joshua J. Prasad, Annika Lia Benson, Brittany Lynner, Dominique Burrows, Dr. Danielle D. King, Dr. Danielle M. Gardner, Julia Lynn Otero Beckel, Kinjal Chheda, Sarah Bolund, Shelby Nicole Davis, Tisnue Jean-Baptiste
<b>5:00 PM - 5:50 PM</b>	<b>The Universal Goal of Achieving Decent Work (Symposium - 197618)</b> Location: Swissotel Zurich EF Speakers: Dr. Mahima Saxena, Amalia Raquel Pérez-Nebra, Annamaria Di Fabio, Carolina Moliner, Dr. Jose M. Peiro, Stuart Carr, Dr. Walter Reichman, Marija Davcheva, Prof Kristina Potocnik, Veronica Hopner, Vicente Martinez-Tur

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## Sat, Apr 20, 2024

<b>7:00 AM - 1:00 PM</b>	<b>General Conference Registration</b> Location: Hyatt Grand Foyer
<b>8:00 AM - 11:45 AM</b>	<b>Conference Career Center</b> Location: Hyatt Roosevelt Meeting Rooms
<b>8:30 AM - 9:50 AM</b>	<b>Are You Smarter Than an MBA? A Competitive Upskill on Business and Financial Acumen (Master Tutorial - 197483)</b> Location: Hyatt Ballroom A Speakers: Mikayla Marcinkowski, Alex House, Aqsa Ali, Ilona Cohen
<b>8:30 AM - 9:50 AM</b>	<b>Harnessing the Power of Generative AI Through Effective Prompt Engineering (Master Tutorial - 197952)</b> Location: Hyatt Ballroom B Speakers: Evan R. Theys, Dr. Manasia Sturdivant, Mr. James C. Meaden
<b>8:30 AM - 9:50 AM</b>	<b>SIOP Living History: Dr. Virginia Schein (Special Event - 199673)</b> Location: Hyatt Ballroom EF Speaker: Dr. Yihao Liu
<b>8:30 AM - 9:50 AM</b>	<b>The Current State and Future of Modern Discrimination Research (Panel Discussion - 198599)</b> Location: Hyatt Ballroom N CD Speakers: Clare L. Barratt, Dr. Chris A. Henle, Dr. Mark C. Frame, Dr. Michelle (Mikki) Hebl, Jeffrey Hunger, Michael J. Tews, Ph.D., Simon Michel
<b>8:30 AM - 9:50 AM</b>	<b>Daredevils and Trailblazers: Understanding Risk Takers at Work (Symposium - 197614)</b> Location: Hyatt Ballroom S CD Speakers: Katelyn Reeves, Brent Anthony Stevenor, Clark Amistad, Dr. Dev K. Dalal, Dr. Don C. Zhang, Dr. Rachel Williamson Smith, Dr. Samuel T. McAbee, Dr. Scott Highhouse, Edgar E. Kausel, Hannah Elizabeth Perkins Stark, Tyler B. Cowley
<b>8:30 AM - 9:50 AM</b>	<b>Substance Use and Work: An Intersection in Desperate Need of Research (Symposium - 198402)</b> Location: Hyatt Grand Hall H Speakers: Dr. Christopher Wiese, Caroline Moughan, Claire Burnett, Cooper Droese, Dr. Ian M. Katz, Dr. Keaton A. Fletcher, Dr. Lillian T. Eby, Dr. Lindsay Y. Dhanani, Nicolas Roulin, Jocelyn Grayce Anker, Namita Bhatnagar, Spencer Garcia
<b>8:30 AM - 9:50 AM</b>	<b>Invited: I-O Strategies for Managing Political Ideology in the Workplace (Special Event - 199637)</b> Location: Hyatt Grand Hall I Speakers: Kristen L. Swigart, Dr. Anuradha Anantharaman, Jason A. Williamson, Kajal Rajan Patel, Liana Kreamer

<b>8:30 AM - 9:50 AM</b>	<b>The Future of Flexible Work: Should We Stay or Should We Go? (Panel Discussion - 197026)</b> Location: Hyatt Grand Hall J Speakers: Dr. Meng Li, Dr. Annalyn Jacob, Dr. Christopher K. Adair, Dr. Jeffrey A. Jolton, Dr. Seth Zimmer, Ms. Ashita Goswami, Yiduo Shao
<b>8:30 AM - 9:50 AM</b>	<b>A Taxing Taxonomy: Talking Microaggressions for Transgender and Nonbinary Talent (Alternative Presentation - 198390)</b> Location: Hyatt Grand Hall K Speakers: Mr. Steve T. Discont, Carrie Irvin, Damon Stango, Dr. Joseph W. Dagosta, Kasey Guentert, Dr. Larry R. Martinez, Kathya Garcia, Kelsey Kurzawski, Shelby Hughes
<b>8:30 AM - 9:50 AM</b>	<b>Leadership in the AI Era: Human-Centered Insights (Panel Discussion - 198404)</b> Location: Hyatt Grand Hall L Speakers: Dr. Amanda M. Julian, Christina N. Lacerenza, Dr. Andrew Biga, Dr. Sara J. Shondrick, Joanna M. Kraft
<b>8:30 AM - 9:50 AM</b>	<b>Novel Approaches to Exploring Elements of the Allyship Process (Symposium - 198518)</b> Location: Hyatt Grand Hall MN Speakers: Johannah Stockdale, Amanda Mosier, Carolyn Dang, Darius Washington, Dr. Alicia A. Grandey, Dr. Christian N. Thoroughgood, Dr. Dejun Tony Kong, Dr. Jennica R. Webster, Dr. Katina Sawyer, Dr. Larry R. Martinez, Dr. Margaret S. Stockdale, Dr. Sabrina S. Volpone, Frances Evalyne K Hampton, Liana Bernard, Timothy Carsey, Tuyen Dinh
<b>8:30 AM - 9:50 AM</b>	<b>Many Roads Cross With I-O: Interdisciplinary Career Paths With I-O Psychology (Panel Discussion - 197764)</b> Location: Swissotel Montreux 1 Speakers: Charlene Zhang, Andrea Sinclair, Dr. Anuradha Ramesh, Dr. Cliff R. Haimann, Dr. Martin C. Yu, Gaston Concilio, Kennon C. Kasischke, Mr. Chris Coughlin
<b>8:30 AM - 9:50 AM</b>	<b>Leadership Development for Our Field: Practicing What We Preach (Panel Discussion - 197389)</b> Location: Swissotel Vevey 1/2 Speakers: Dr. Victoria J. Smoak, Dr. Amy Frost, Dr. Laura C. Lomeli, Dr. Michael C. Tocci, Dr. Nicole M. Ginther, Dr. Thomas S. Skiba
<b>8:30 AM - 9:50 AM</b>	<b>Messy Validation IX: Phone a Validation Friend (Alternative Presentation - 198565)</b> Location: Swissotel Vevey 3/4 Speakers: Dr. Kristina R. Barr, Dr. David B. Schmidt, Kayo Sady, Mr. Steven Jarrett, Mrs. Dara Drescher
<b>8:30 AM - 9:50 AM</b>	<b>What It Takes: Six Successful Cases of Starting, Growing, and Exiting an I-O Practice (Panel Discussion - 197843)</b> Location: Swissotel Zurich AB Speakers: Victoria Hendrickson, Dr. Allan H. Church, Dr. Anna Marie Valerio, John Scott, Dr. Sandra Hartog, Dr. William H. Macey, Mr. Jeffrey M. Saltzman
<b>8:30 AM - 9:50 AM</b>	<b>Careers and Collaborations With the Department of Defense (Alternative Presentation - 198401)</b> Location: Swissotel Zurich D Speakers: Dr. Carl R. Persing, David Swiderski, Julia Walsh, Dr. Sophie Romy, John D. Trent, Kristin M. Repchick, Ph.D., Ms. Bobbie A. Dirr, Sarah Melick
<b>8:30 AM - 9:50 AM</b>	<b>Making the Jump and Sticking the Landing: Effective Transitions to Practitioner Careers (Alternative Presentation - 198239)</b> Location: Swissotel Zurich EF Speakers: Dr. Jennifer Diamond Acosta, Brian Ruggeberg, Dr. Jacob C. Bradburn, Rick Jacobs, Dr. Sarah A. Brock
<b>10:00 AM - 10:50 AM</b>	<b>Walking on Eggshells: Is It Safe to Speak About Equality at Work? (Panel Discussion - 197462)</b> Location: Hyatt Ballroom A Speakers: Professor Binna Kandola, Dr. Bernardo M. Ferdman, Dr. Gena L. Cox, Ph.D., Dr. Kecia M. Thomas, Janet Tarasofsky
<b>10:00 AM - 10:50 AM</b>	<b>"What About Us Old Gals?" Experiences of Mature Women in Graduate School (Panel Discussion - 198063)</b> Location: Hyatt Ballroom B Speakers: Elaine Atay, Aliza Aldana, Dr. Samantha E. Hancock, Erika Lieu, Jenelle Alissa Morgan, Melanie Grier
<b>10:00 AM - 10:50 AM</b>	<b>Varied Approaches to Assessing Executives and Validating the Impact (Symposium - 198373)</b> Location: Hyatt Ballroom EF Speakers: Matthew J. Betts, Andrew B. Blake, Dr. Brandy N. Parker, Dr. Jaclyn M. Menendez, Dr. Kartik Bhavsar



10:00 AM - 10:50 AM	<p><b>Engaging Organizational Stakeholders: Pathways to Disability Employment Inclusion (Symposium - 198491)</b></p> <p>Location: Hyatt Ballroom N CD Speakers: Cassidy Gaddie, Diana Ugalde, Dr. Brian J. Hoffman, Dr. Laura Heron, Dr. Valentina Bruk-Lee, Hamida Jinnah, Ph.D., Mark Burnard, Zolinda Stoneman, Ph.D.</p>
10:00 AM - 10:50 AM	<p><b>Invited: SIOP and APA: Enhancing Impact Through Advocacy and Communications Partnerships (Special Event - 199608)</b></p> <p>Location: Hyatt Grand Hall I Speakers: Dr. Jeffrey J. McHenry, Arthur C. Evans, Dennis P. Stolle, Fred Oswald, Dr. Lars U. Johnson, Dr. Leslie B. Hammer, Dr. Mindy K. Shoss</p>
10:00 AM - 10:50 AM	<p><b>Just Watch Me: Measuring Behavior in Organizations (Alternative Presentation - 197960)</b></p> <p>Location: Hyatt Grand Hall J Speakers: Dr. Melissa M. Robertson, Basima Tewfik, Dr. Brian J. Hoffman, Dr. Nale Lehmann-Willenbrock, Dr. Scott Tonidandel, Fanyi Zhang, Liana Kreamer, Sima Sajjadi</p>
10:00 AM - 10:50 AM	<p><b>Consulting 101: Consult the Consultants (Panel Discussion - 197942)</b></p> <p>Location: Hyatt Grand Hall K Speakers: Dr. Emily G. Solberg, Dr. Katey E. Foster, Dr. Kimberly A. Wrenn, Dr. Mark A. LoVerde, Dr. Tracey Tafero, Christopher Sanders, Mr. John F. Skinner</p>
10:00 AM - 10:50 AM	<p><b>For Students, By Students: How to Find, Land, and Succeed in I-O Internships (Panel Discussion - 197066)</b></p> <p>Location: Hyatt Grand Hall L Speakers: Connor Eichenauer, Ashley Njaka, Caitlin Q. Briggs, Dr. Ann Marie Ryan, Jeremy Sapia, Julie Katharine Jasewicz, Tyleen N. Lopez</p>
10:00 AM - 10:50 AM	<p><b>Making Skills-Based Hiring a Reality: Opportunities, Challenges and HR Technology (Panel Discussion - 197084)</b></p> <p>Location: Hyatt Grand Hall MN Speakers: Katherine Gibbard, Maggie M. Collins, Ms. Marian Carizze Pitel, Nicole A. Sestrap, Sania Khan, Stacia Sherman Garr</p>
10:00 AM - 10:50 AM	<p><b>Research Incubator: A More Nuanced Investigation Into Introversion and Leadership (Alternative Presentation - 198722)</b></p> <p>Location: Swissotel Montreux 1 Speakers: Michael Sawdy, David Glerum, Mallory McCord, Dr. Ryan P. Royston, Ms. Ashita Goswami</p>
10:00 AM - 10:50 AM	<p><b>Poster Sessions</b></p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <div> <p><b>The Need to Belong's Role in Psychological Contract Breach—Turnover Intentions Link (Poster - 196878)</b></p> <p>10:00 AM - 10:50 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Jane Park, April-Grace Sicam, Dr. Chockalingam Viswesvaran</p> <p><b>Gender Differences in the Network Structure of Basic Interests (Poster - 196512)</b></p> <p>10:00 AM - 10:50 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Yan Yi Lance Du, Dr. Fritz Drasgow, James Rounds</p> <p><b>Organizational Tightness—Looseness, Self-Monitoring, and Employee Creativity (Poster - 196794)</b></p> <p>10:00 AM - 10:50 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Sampoorna Nandi, Dr. Logan L. Watts</p> <p><b>Source Effects on Criterion-Related Validities of Self- and Observer Reports of Person (Poster - 196946)</b></p> <p>10:00 AM - 10:50 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Dr. Bernd Marcus, Dr. Henning Hummert, Maximilian Sonntag</p> <p><b>Perceived Subordinate Mental Health Predicts Manager Feedback Behavior (Poster - 197143)</b></p> <p>10:00 AM - 10:50 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Amy Minnikin, James W. Beck</p> <p><b>How Dark Is the Core of the Dark Triad? (Poster - 197162)</b></p> <p>10:00 AM - 10:50 AM Location: Hyatt - Riverside Exhibit Hall Speaker: Dr. Jisoo Ock</p> <p><b>The Relation Between IRT Within-Person Variability in Personality and Job Performance (Poster - 197295)</b></p> <p>10:00 AM - 10:50 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Brent Anthony Stevenor, Dr. Michael J. Zickar</p> </div>

**Culture of Health, Organizational Support for Employee Health, and Employee Engagement (Poster - 197346)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Emilia Broberg

**Equivalence of Workplace Personality Assessments Across 39 Languages and Dialects (Poster - 197532)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Alise Dabdoub, Ph.D., Anne-Marie Paiement

**To Disclose or Conceal: A Qualitative Approach to Understanding Psychological Safety (Poster - 197556)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Josh M. Chappell, Benyt Isabella Hagler, Dr. Ho Kwan Cheung, Dr. Michael T. Ford, Dr. Seulki Jang

**The Dark Core and Leaders: Leaders Self-Reported Personality and Workplace Behaviors (Poster - 197734)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Isaiah Gordon Hipel

**Unmasking Resilience (Poster - 198034)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nikita Agnihotri, Dr. Tara K. McClure

**The Development and Validation of a Total Worker Health Climate Scale (Poster - 198042)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Frank Bryan Giordano, Cassandra Chlevin, Dr. Mo Wang, Dr. Ryan Olson, Dr. W. Kent Anger, Dr. Yimin He, Yueng-Hsiang Huang, Mr. Jin Lee, Tsukumi Tondokoro

**Unpacking Bias in Personality Assessments: A Measurement Invariance Exploration (Poster - 198053)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emily Redler, Dr. Robert E. Lewis

**Psychological Safety and Employee Voice: A Meta-Analysis (Poster - 198120)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Takudzwa Chawota, Aylime Bueno (she/her), Kiran Ariel Gafa, Zoe Johnston

**Validation of the Culture of Gratitude (CoG) Scale (Poster - 198194)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Nora P. Reilly, Oyejoke Coker

**How Do Spiritual Organizations Promote Meaningful Work for Assembly-Line Migrant Work (Poster - 198216)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Fong T. Keng-Highberger, Gang Chao, Saichao Chang

**Evaluating the Ability of Large Language Models to Emulate Personality (Poster - 198246)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yilei Wang, Dr. Deniz S. Ones, Jiabao Zhao, Liang He, Xin Xu

**Exploring Demographic and Occupational Subgroup differences Within Agile Mindset (Poster - 198333)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Marie Wendel, Shloka Goyal

**Organizational Culture Change Within a STEM Education Context (Poster - 198366)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emma Edoga, Arun Srinivasa, Chris Seets, Dr. Mindy E. Bergman, Guillermo Aguilar, Karan L. Watson, M. Cynthia Hipwell

**A Longitudinal Study on the Stability and Change of Entrepreneurial Tendencies (Poster - 198389)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Zixuan Qi, Gorkan Ahmetoglu

**Test-Taker Reactions to Dark and Bright Personalities in Likert and MFC Formats (Poster - 198409)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Virginia Cheng, Dr. Philseok Lee, Shea J. Fyffe

**The Interaction of Feedback Sign, Narcissism, and Emotional Suppression (Poster - 198512)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kimberly O'Brien, Xi Yu

**Development of a Multidimensional Forced-Choice Situational Judgment Test of Personal (Poster - 198533)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Robert Loy, Katherine Klein, Nadia Schellenberg, Neil Christiansen

**Third-Party Reactions to Performance Feedback (Poster - 198540)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Daroon Jalil, Dr. Andrew A. Bennett, Dr. Ian M. Katz, Dr. Jeffrey Olenick

**Work Besties: A Conceptual Review of Work Friends and Best Friends at Work (Poster - 198573)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Natalie Lamb, Dr. Candice L. Thomas, Jack Friedrich, Kiersten Watson, Madison Veres, Mario Diaz

**Revised Trait-Level, Adaptability, and Traitedness Model (Poster - 198600)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ms. Caitlin E. Blackmore, Chloe Alyse Bell, Dr. David M. LaHuis, Dr. Kinsey Blue Bryant-Lees, Joshua Daniel Merkle, Karmara Applegate, Kevin Schoettle

**The Relationship Between Personality Aspects and Humor Styles (Poster - 198604)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Matthew S. Prewett, Kimberly O'Brien, Shane Sizemore

**Core Self-Evaluations and Net Worth: Examining Mediating and Moderating Factors (Poster - 198649)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Patrick J. Rosopa, Dr. Ashley L. McIntyre, Ian Fairbanks, Katherine Brown D'Souza, Ph.D.

**Beyond Self-Interest: Exploring Narcissistic Traits and Risk Taking for Others (Poster - 198765)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Tyler B. Cowley, Dr. Don C. Zhang

**Advancing Safety in Turbulent Times: Development of a Pandemic Safety Climate Scale (Poster - 198799)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Bailey Lytle, Dr. Yimin He, Yueng-Hsiang Huang, Mr. Jin Lee, Theodore K Courtney

**Development and Validation of a New Precrastination Scale (Poster - 198824)**

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lina Huang, Dr. Aaron M. Schmidt

10:00 AM - 10:50 AM

**Cheating Detection in High-Stakes Assessments: Academic and Vendor Perspectives (Panel Discussion - 198023)**

Location: Swissotel Vevey 1/2

Speakers: Tariq Shaban, Dr. Ashlie R. Plants, Dr. Deniz S. Ones, Dr. Patrick D. Dunlop, Tom Cornell

10:00 AM - 10:50 AM

**Ethics Matters in AI Consultation and Product Development (Ignite - 197111)**

Location: Swissotel Vevey 3/4

Speakers: Dr. Joanie B. Connell, Alfonso Limon, Dr. Larry W. Norton, Dr. Olaf J. Ringelband, Rodney L. Lowman

10:00 AM - 10:50 AM

**Making DEIB More Sustainable: An IGNITE + Table Discussion Session (Alternative Presentation - 197588)**

Location: Swissotel Zurich AB

Speakers: Dr. David Cadiz, Dr. Andrea O'Leary, Dr. Gabriela I. Burlacu, Dr. Steven T. Hunt, Reggie Romain

10:00 AM - 10:50 AM

**Change My Mind: A Dynamic Debate on Dominant Paradigms in I-O Psychology (Alternative Presentation - 198394)**

Location: Swissotel Zurich C

Speakers: Dr. Scott Hines, Dr. Andrew M. Naber, Dr. Marcus Crede, Dr. Tilman Sheets, Natasha Elena Ouslis, Professor Nathan T. Carter

10:00 AM - 10:50 AM

**From Insights to Impact: Harnessing SIOP's 2022 Practitioner Needs Survey (Alternative Presentation - 198116)**

Location: Swissotel Zurich D

Speakers: Sarah Thomas, Dr. Amy DuVernet, Dr. William Shepherd, Jessica Jacob Chackoria, Mrs. Caitlynn Sendra

10:00 AM - 10:50 AM

**When Worlds Collide: Age, Technology, and the Future of Work (IGNITE + Panel) (Alternative Presentation - 196981)**

Location: Swissotel Zurich EF

Speakers: Dr. Gretchen A. Petery, Margaret Beier, Hannah A. Crandell, Jay Vietas, Jerod Cody White

<b>10:00 AM - 10:50 AM</b>	<b>COI: I-O as a Contributor to an Environmentally Sustainable Future (Community of Interest - 199571)</b> Location: Swissotel Zurich G Speakers: Dr. Shanique G. Brown, Dr. Alice F. Stuhlmacher, Dr. Elise L. Amel, Dr. Myia S. Williams
<b>11:00 AM - 11:30 AM</b>	<b>Coffee Break</b> Location: Hyatt & Swissotel Foyers
<b>11:30 AM - 12:20 PM</b>	<b>The Effect of Identity Centrality on LGBTQ+ Employees' Workplace Experiences (Symposium - 198495)</b> Location: Hyatt Ballroom A Speakers: Dr. Nicholas P. Salter, Aarti Polavarapu, Chardae Henry, Dr. Kenneth Matos, Dr. Stephanie C. Payne, John Morrissey, Molly F. Dalglish, Mr. Thomas Sasso, Riley Morrison, Theresa Hernandez, Wiston Rodriguez
<b>11:30 AM - 12:20 PM</b>	<b>New Directions in Research on Recruitment and Job Search (Symposium - 198174)</b> Location: Hyatt Ballroom B Speakers: Dr. Jerel E. Slaughter, Brian R. Dineen, Dr. Allison S. Gabriel, Dr. Chris A. Henle, Dr. Christopher C. Rosen, Dr. KiYoung Lee, Dr. Lynn A. McFarland, Dr. Michelle K. Duffy, Dr. Nitya Chawla, Dr. Robert E. Ployhart, Dr. Serge P. da Motta Veiga, Dr. Shuhua Sun, Dr. William Shepherd, Julia Stevenson-Steet, Ke Bi, Mahira Ganster, Melanie Ward, Ray Fang, Rebecca MacGowan, Zixu Zhang
<b>11:30 AM - 12:20 PM</b>	<b>Too Many Constructs in the Kitchen? The Future of Measurement in Mistreatment Research (Panel Discussion - 198526)</b> Location: Hyatt Ballroom EF Speakers: Sarah Carver, Dr. Ashley E. Nixon, Dr. Lilia M. Cortina, Dr. M. Sandy Hershcovis, Dr. Vicki J. Magley
<b>11:30 AM - 12:20 PM</b>	<b>The Future of Workforce Development: Watch Out or Get on Board? (Panel Discussion - 198352)</b> Location: Hyatt Ballroom N CD Speakers: Gerard Dulac, Dr. Kyle J. Sandell, Dr. Lilly Lin, Sergey Gorbатов, Wayne Robinson
<b>11:30 AM - 12:20 PM</b>	<b>Exploring the Clouded Intersection of Leadership and Followership (Symposium - 198386)</b> Location: Hyatt Ballroom S CD Speakers: Kyle Matthew Christenson, Alex Benson, Allison Traylor, Anna V. Wolf, Carson Goodier, Dr. Alexandra Harris-Watson, Dr. Amanda L. Thayer, Dr. Dorothy R. Carter, Dr. Hayden Woodley, Dr. Marissa L. Shuffler, Dr. Stephen J. Zaccaro, Hayley M. Trainer, Marlee Elizabeth Johnson, Noelle Baird, Professor Nathan T. Carter
<b>11:30 AM - 12:20 PM</b>	<b>CANCELLED: Building a Q&amp;A Bot for Dummies: A Step-by-Step Tutorial and Use Cases (Master Tutorial - 198007)</b> Location: Hyatt Grand Hall H Speaker: Davide Cannata
<b>11:30 AM - 12:20 PM</b>	<b>Maximizing Mentorship: Successfully Mentoring Students for Academic Careers (Alternative Presentation - 197608)</b> Location: Hyatt Grand Hall I Speakers: Manuel F. Gonzalez, Dr. Alicia A. Grandey, Dr. David F. Arena, Jr., Dr. Deniz S. Ones, Dr. Haoying Xu, Dr. Kristen P. Jones, Dr. Michael P. Wilmot, Dr. Sandy J. Wayne, I-Heng Wu, Vanessa Burke
<b>11:30 AM - 12:20 PM</b>	<b>Leveraging AI in HR and CX: Creating Enhanced Employee and Customer Experiences (Debate - 197959)</b> Location: Hyatt Grand Hall J Speakers: Levi Sassaman, Dr. Lily Patel, Dr. Tommie Mobbs, Greg A. Barnett, Lauren Bidwell, Michael Schwendeman, Ph.D.
<b>11:30 AM - 12:20 PM</b>	<b>Diverse Minds, Inclusive Measures: Considerations for Neurodivergent Success (Alternative Presentation - 197996)</b> Location: Hyatt Grand Hall K Speakers: McKenzie Specht, Diana Ugalde, Dr. Colin Willis, Dr. Elizabeth A. Ritterbush, William Luke Camden
<b>11:30 AM - 12:20 PM</b>	<b>Explainable Artificial Intelligence: Applications for I-O (Panel Discussion - 197106)</b> Location: Hyatt Grand Hall L Speakers: Dr. Joshua P. Liff, Cameron Beazley, Dr. Cari L. Gardner, Dr. Garrett C. Foster, Dr. Markus Langer, Kathleen Anne Preddy
<b>11:30 AM - 12:20 PM</b>	<b>Research Incubator: Unobtrusive Measure Development in Teams (Alternative Presentation - 198739)</b> Location: Hyatt Grand Hall MN Speakers: Alexxa Bessey, Adam Fouse, Arianna Addis, Dan Manh Nguyen, Dr. Amanda L. Thayer, Dr. Dorothy R. Carter, Dr. Eduardo Salas, Dr. Jessica L. Wildman, Dr. Kara L. Orvis, Dr. Marissa L. Shuffler, Dr. Robert McCormack, Dr. Zach P. Klinefelter, Edward Weiss, Kendall Carmody, Meredith Carroll, Mohammed Akib, Nancy Cooke, Vivek Sharma

11:30 AM - 12:20 PM

**(Re)Modeling Intelligence and Its Assessment for the Modern Workplace (Symposium - 198107)**

Location: Swissotel Montreux 1

Speakers: Dr. Harrison J. Kell, Anne E. Kato, Benjamin Goldstein, Dr. Charles A. Scherbaum, Dr. Elliott C. Larson, Dr. Harold W. Goldstein, Dr. Serena Wee, Laura Hansal, Paige R. Alenick, Tanja Bipp

11:30 AM - 12:20 PM

**Poster Sessions**

Location: Hyatt - Riverside Exhibit Hall

**Volunteering for Dissimilar Beneficiary Helps Work Creativity of Big-Picture Thinkers (Poster - 197001)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: SinHui Chong, Amanda Chia, Dawnn Lim, Richelle Adarsh, Tong Wu

**Role of High Investment Human Resource System on Vertical Pay Dispersion and Turnover (Poster - 197426)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jiaxin Liu, Dr. Jialing Xiao, Jingyu Dong, Jueni Joy Lyu, Peter A. Bamberger, Professor Xu Huang

**Exploring Post-COVID Remote Work: A Person-Centric and Phenomenological Approach (Poster - 197477)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kauyer Lor, Dr. Patrick D. Converse, Jasmina Milosevic, Lauren Soda, Tamara Farquhar

**What Makes an Idea Risky? Perceptions of idea Novelty, Usefulness, and Risk (Poster - 197559)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Marie Childers, Melissa Keith, Lindsey Freier

**Developing STEM Career Interest: A Focus on Student Creativity (Poster - 197681)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Pete McLemore, Dr. Logan L. Watts, Dr. Michelle Martin-Raugh, Professor Jared Kenworthy, Sampoorna Nandi

**Individual Skill Flexibility and Turnover: Empirical Evidence From Hotel Employees (Poster - 197694)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Hyoeun Kim, Juan Luis Nicolau, Junho Yoon, Seung Whan Ryu

**Proposing and Examining a New Framework of Job Crafting (Poster - 197738)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Zhonghao Wang, Dr. Jason L. Huang

**Improving Advisor Systems: Algorithms That Explain Themselves (Poster - 197795)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nathan R. Kuncel, Marvin Neumann

**Employee Performance Influences How Managers Judge Coworker Mistreatment Claims (Poster - 197848)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Amy Heather Barron, Dr. D. Ramona Bobocel

**Measuring Constructs With O\*Net: Beyond the Content Model (Poster - 197873)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Gavin Williamson, Dr. Emily D. Campion

**The Icelandic Efficacy Scales (IVES): Scale Development and Validation (Poster - 197937)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Anthony Greco, III, Dr. Sif Einarsdottir

**Benefits, Industry, Voluntary and Involuntary Turnover: With Cross-Cultural Effects (Poster - 198067)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Richard A. Posthuma, C. N. González, Dr. David G. Allen, Mansura Nusrat

**The Influence of Gender Bias on Evaluation of Creative Ideas (Poster - 198082)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ellie Tran, Carley Andrew, Dr. Logan L. Watts, Rylee Linhardt, Sampoorna Nandi

**When Incivility and a Crisis Collide: Nurses Ask, Where Are You HR? (Poster - 198105)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Adelle Bish, Frances Jorgensen

**Stability and Plasticity Meta-Traits: Effects on Cultural Intelligence and Performance (Poster - 198139)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Thomas Rockstuhl, Dr. K. Yee Ng, Dr. Soon Ang



**The Influence of Having Daughters on Real and Perceived Gender Egalitarianism (Poster - 198157)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Abigail Mae Collins, Chia-Jung Tsay, Stav Atir

**A Grounded Theory Investigation of Coach Identity Among Managers who Coach (Poster - 198222)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Sara Cannon, Alyssa Hope Lopez, Kira Marshall

**Toward a More Useful Utility Analysis: A Literature Review and Web App (Poster - 198330)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Christopher M. Castille, Eric Martinez, James Daigle, Kristen Toups, Stacy Aucoin

**"Silent Language" in Intercultural SJTs: Predictive Evidence From the Field (Poster - 198379)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Thomas Rockstuhl, Dr. K. Yee Ng, Dr. Soon Ang

**Glass Half Full or Empty? Individual Differences in Adaptations to Gains or Losses (Poster - 198487)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nick A. Smith, Devaki Rau, Dr. Rachel M. Saef, Timothy Michaelis

**Developing a Measure of Leader Identity Integration (Poster - 198498)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Madison Kaye Keith, Dr. Bradley J. Brummel, Seth Osborn

**Multiracial Leadership: A Qualitative Exploration of Leadership Experiences (Poster - 198698)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ashley Miku Watterson, Luciana Simion, Soren Rasmussen

**Reexamining Organizational Remote Work Support in a Post-COVID-19 World (Poster - 198750)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Nicholas Rosemarino

**Developmental Perspective of Creativity: Life Narratives of Eminent Scientists (Poster - 198787)**

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Joseph W. Stewart, Ares Boira, Josh M. Chappell

**11:30 AM - 12:20 PM**

**Crafting Your Career in I-O: Lessons Learned From Female Practitioners (Panel Discussion - 198639)**

Location: Swissotel Vevey 1/2

Speakers: Dr. Sarah A. Hezlett, Andrea B. Deege, Dr. Caroline C. Cochran, Kama D. Dodge, Ms. Amy McKee

**11:30 AM - 12:20 PM**

**Leaving the Ivory Tower: Exploring Academic-to-Practice Career Transitions (Panel Discussion - 197520)**

Location: Swissotel Vevey 3/4

Speakers: Dr. Patrick Gavan O'Shea, Dr. Jeffrey D. Facticeau, Dr. Michael M. Mackay, Dr. Neta Moye, Dr. Stephanie A. Andel

**11:30 AM - 12:20 PM**

**The Future of Ethics in I-O Psychology (Master Tutorial - 197726)**

Location: Swissotel Zurich AB

Speaker: Rodney L. Lowman

**11:30 AM - 12:20 PM**

**Back to the Basics: Designing, Creating and Evolving Assessments for Scale (Panel Discussion - 198637)**

Location: Swissotel Zurich C

Speakers: Dr. Sharyn Aufenanger, Dr. Grace Leung Lee, Krystyn Ramdial, Maggie M. Collins, Kendrick Settler

**11:30 AM - 12:20 PM**

**More Than Quantity and Quality: New Directions in Employee Sleep Research (Symposium - 197547)**

Location: Swissotel Zurich D

Speakers: Claire Elizabeth Smith, Aashna Matty Waiwood, Alexandra Henderson, Alisa Glogger, Antje Schmitt, Cynthia D Mohr, Dr. Grisselle Centeno, Kimberly French, Dr. Larissa K. Barber, Dr. Leslie B. Hammer, Dr. Michelle Hughes Miller, Dr. Rebecca Brossoit, Dr. Tammy D. Allen, Dr. Tori L. Crain, Dr. Xinyu Hu, Eun Sook Kim, Jordyn Jan Leslie, Molly Schoffel, Oliver Weigelt, Petra Gierer, Richard Janzen, Todd Bodner

<b>11:30 AM - 12:20 PM</b>	<p><b>The Future of Corporate DEI Strategies and Programs in the Evolving DEI Landscape (Panel Discussion - 198136)</b></p> <p>Location: Swissotel Zurich EF Speakers: Lea Lynn Yen, Adam T. Klein, Dr. Harold W. Goldstein, Dr. Toni S. Locklear, José H. David, Ph.D.</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>Evolving Work–Family Research: Considerations Needed for More Inclusive Approaches (Alternative Presentation - 197938)</b></p> <p>Location: Hyatt Ballroom A Speakers: Dr. Russell A. Matthews, Dr. Allison S. Gabriel, Dr. Julie H. Wayne, Dr. Kelly Schwind Wilson, Dr. Kristen M. Shockley, Dr. Tori L. Crain, Hope Dodd, Jennifer Saucedo, Jordyn Jan Leslie</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>Partnered Research in I-O Psychology: More Than the Scientist–Practitioner Model! (Panel Discussion - 196506)</b></p> <p>Location: Hyatt Ballroom B Speakers: Silvia Bonaccio, Ameeta Jaga, Dr. Christine L. Nittrouer, Dr. Larry R. Martinez, Dr. Sabrina D. Volpone, Dr. Sandra L. Fisher, Mr. Thomas Sasso</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>Are We Underutilizing Communication Data in I-O? New Insights, Tools, and Strategies (Symposium - 198387)</b></p> <p>Location: Hyatt Ballroom EF Speakers: Jennifer Perez, Alya Ahmad, Anne Links, Cassandra Phetmisy, Christina N. Lacerenza, Claire Seo, Denise L. Reyes, Ph.D., Jennifer Feitosa, Dr. Tiffany M. Bisbey, Emily Boss, Mary Catherine Beach, Michael A. Rosen, Molly Kilcullen, Nandini Mehta, Nohelia A. Argote Veliz, Olivia Bullock, Patricia Costa, Petra H. Momcilovic, Salar Khaleghzadegan, Som Saha</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>It’s a Pleasure to Meet Me: Managing Self-Enhancement Bias in Coaching Engagements (Panel Discussion - 197028)</b></p> <p>Location: Hyatt Ballroom N CD Speakers: Dr. Meng Li, Dr. Anna Marie Valerio, Dr. Ronald M. Festa, Francisco Rodrigues Alves de Moura, Mr. Michael Crespo, Ph.D.</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>Refocusing on Stress Appraisals and Their Antecedents and Consequences (Symposium - 197576)</b></p> <p>Location: Hyatt Ballroom S CD Speakers: Dr. Yisheng Peng, Dr. Michael T. Ford, Dr. Pamela L. Perrewe, Dr. Samantha C. Paustian-Underdahl, Dr. Yujie Zhan, Gracie Schirle, James Whyte, IV, ND, Ph.D., FNAP, FAAN, Jef Naidoo, Jiani Fan, Jinzhao Qu, Kaylee J. Hackney, Peikai Li, Shanna Daniels, Shiyang Su, Shiyong Xu, Ye Eun Choi, Yingge Li</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>Methods for Explainable Artificial Intelligence Research (Symposium - 198079)</b></p> <p>Location: Hyatt Grand Hall H Speakers: Dr. Georgi P. Yankov, Bradley Pitcher, Chen Tang, Cornelius König, Dr. Isaac Benjamin Thompson, Dr. Ivan Hernandez, Dr. Markus Langer, Dr. Q. Chelsea Song, Gloria Washington, Kelsi Cornett, Mikel Ngueajio, Nakul Upadhya, Saurav Aryal, Tim Hunsicker, Yesuel Lillian Kim</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>Changing the Culture of Peer Review: How to Be the Reviewer You’ve Always Wanted (Master Tutorial - 197342)</b></p> <p>Location: Hyatt Grand Hall I Speaker: Franki Kung</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>Talent Hackathon: Group Brainstorming for Critical Organizational Issues (Alternative Presentation - 198364)</b></p> <p>Location: Hyatt Grand Hall J Speakers: Dr. Brittany J. Marcus-Blank, Dr. A. Silke McCance, Dr. Erica I. Desrosiers, Dr. Richard J. Chambers, II, Dr. Seth Kamen, Matthew Dreyer, Michael Ehret, Mrs. Pamela Congemi</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>A Practitioner’s Discussion on Assessment Center Best Practices and Emerging Trends (Panel Discussion - 198122)</b></p> <p>Location: Hyatt Grand Hall K Speakers: Jennifer Sabet, Dr. Charles A. Scherbaum, Dr. Elliott C. Larson, Jacob L. Martin, Ph.D., Mrs. Marsha Schrage, Kira Barden</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>SIOP Frontiers Book on Computational Modeling for I-O Psychologists: Meet the Authors (Panel Discussion - 198576)</b></p> <p>Location: Hyatt Grand Hall L Speakers: Dr. Jeffrey B. Vancouver, Andrew F. Neal, Chen Tang, Dr. Deanna M. Kennedy, Dr. James A. Grand, Dr. Jay H. Hardy, III, Dr. Le Zhou, Dr. Michael T. Braun, Dr. Mo Wang, Mr. Justin M. Weinhardt</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>What Are You Trying to Say? Clearly Communicating an Engaging Message (Alternative Presentation - 197406)</b></p> <p>Location: Hyatt Grand Hall MN Speakers: Dr. Michael C. Heil, Amy E. Mills, Melissa Champine, Mr. Ernie Paskey, Ms. Christine E. Boyce, Sarah R. Strahan</p>

<b>12:30 PM - 1:50 PM</b>	<p><b>Succeeding on the Business School Job Market: An Insider's Perspective (Panel Discussion - 196516)</b></p> <p>Location: Swissotel Montreux 1  Speakers: Dr. Drake Van Egdom, Dr. Cynthia K. Maupin, Dr. David F. Arena, Jr., Dr. Lars U. Johnson, Dr. Matthew P. Crayne, Dr. Rachel Williamson Smith, Talya Bauer</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>Using Organizational Culture to Become a Data Influencer: A SIOP-Style Focus Group (Alternative Presentation - 197777)</b></p> <p>Location: Swissotel Vevey 1/2  Speakers: Caitlin J. Jacobson, Dr. Ellen F. Lovell, Dr. Stephanie L. Murphy, Dr. Stephen F. Young, Jessica Thornton, Ms. Bridget K. O'Mera, Ronald Dela Cruz</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>Will Machine Learning Help or Hurt Diversity? The Evidence to Date (Panel Discussion - 197190)</b></p> <p>Location: Swissotel Vevey 3/4  Speakers: Dr. Emily D. Campion, Dr. Cari L. Gardner, Dr. Daniel A. Schmerling, Dr. Jay H. Steffensmeier, Dr. Michael A. Campion, Dr. Nick C. Koenig, Dr. Q. Chelsea Song, Nan Zhang</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>I-O Psychology in Sport Contexts: Perspectives From Experts Bridging the Fields (Panel Discussion - 197671)</b></p> <p>Location: Swissotel Zurich AB  Speakers: Dr. Eleanor M. Waite, Ariel Finch Bernstein, Christopher Spencer, Dr. Elizabeth L. Shoenfelt, Dr. L.A. Witt</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>New Advances in Our Understanding of Age Stereotypes and Age Metastereotypes at Work (Symposium - 197325)</b></p> <p>Location: Swissotel Zurich D  Speakers: Dr. Rick Allen Laguerre, Dr. Courtney Baker, Dr. Gretchen A. Petery, Dr. Ho Kwan Cheung, Dr. Lisa Finkelstein, Edileide Oliveira, Hannah Swift, Libby Drury, Rushika De Bruin, Sydney Marie Roux, Vanessa Burke</p>
<b>12:30 PM - 1:50 PM</b>	<p><b>The Future of Talent in Tech (2.0): Every Company Is a Tech Company (Panel Discussion - 198045)</b></p> <p>Location: Swissotel Zurich EF  Speakers: Tyler James Mirando, Amy Wester, Dr. Jeffrey D. Facticeau, Dr. Katey E. Foster, Jimmy Mundell, Zach Reburn</p>
<b>2:00 PM - 2:50 PM</b>	<p><b>Time's Essence in Leadership: Temporal Traits, States, Behaviors, and Outcomes (Symposium - 197599)</b></p> <p>Location: Hyatt Ballroom A  Speakers: Dr. Kent K. Alipour, Chelsea Jordan Basore, Dr. Christian N. Thoroughgood, Dr. Katina Sawyer, Dr. Robert C. Melloy, Jr., Dr. Songqi Liu, Dr. Susan Simkins (formerly Mohammed), He Zhao, Miss Danni Wang, Miss Wei Wu, Tianyi Zhang</p>
<b>2:00 PM - 2:50 PM</b>	<p><b>RIP2: More Constructs and Concepts Past Their Expiration Dates (Alternative Presentation - 197862)</b></p> <p>Location: Hyatt Ballroom B  Speakers: Dr. David P. Costanza, Dr. Alexandra I. Zelin, Dr. Cort W. Rudolph, Dr. Greg R. Thrasher, Dr. Gwenith G. Fisher, Dr. Michelle M. Hammond, Dr. Mindy K. Shoss, Hannah A. Crandell</p>
<b>2:00 PM - 2:50 PM</b>	<p><b>The Implications of Generative AI for Assessment Practices: Friend and Foe (Panel Discussion - 198372)</b></p> <p>Location: Hyatt Ballroom EF  Speakers: Dr. Sarah A. Hezlett, Dr. Dan J. Putka, Dr. Darrin Grelle, Dr. Michael S. Fetzer, Robert Oliver Bailey</p>
<b>2:00 PM - 2:50 PM</b>	<p><b>What Is the "Real-World" Anyway? Navigating the Postgraduate School Transition (Panel Discussion - 197215)</b></p> <p>Location: Hyatt Ballroom N CD  Speakers: Morgan Rose Taylor, Ashley Taylor, Dr. Lauren Sarah Park, Kelly Rebecca Lane, Mr. Michael A. Rotch, Stephanie Bock Granger</p>
<b>2:00 PM - 2:50 PM</b>	<p><b>The Impact of LLMs on Online Assessments: Pitfalls, Hype, and Promise (Panel Discussion - 197902)</b></p> <p>Location: Hyatt Ballroom S CD  Speakers: Dr. Manasia Sturdivant, Dr. Robbie C. Brusso, Dr. Taylor Sparks Sullivan, Evan R. Theys, Michael Sawdy</p>
<b>2:00 PM - 2:50 PM</b>	<p><b>Building Community and Building Your Career: The Importance of Social Support During (Alternative Presentation - 197114)</b></p> <p>Location: Hyatt Grand Hall H  Speakers: Dr. Drake Van Egdom, Dr. Jacquelyn M. Brady, Gwendolyn Paige Watson, Haley Cobb</p>

2:00 PM - 2:50 PM	<p><b>Alliance: Leading Diversity, Equity, and Inclusion Initiatives Into the Future (Special Event - 199643)</b></p> <p>Location: Hyatt Grand Hall I</p> <p>Speakers: Dr. Peter J. Reiley, Dr. Andrea O'Leary, Dr. Elizabeth Pavese, Julie Chen, Mrs. Angela R. Howard, Reggie Romain</p>
2:00 PM - 2:50 PM	<p><b>Innovative Approaches to Job Analysis: Novel Solutions for Practical Challenges (Symposium - 198185)</b></p> <p>Location: Hyatt Grand Hall J</p> <p>Speakers: Dr. Penelope C. Palmer, Clinton D. Kelly, Dr. Dawn Lambert, Dr. Joseph D. Abraham, Dr. Philip T. Walmsley, Lauren Davis Kistler, Tyler Reck</p>
2:00 PM - 2:50 PM	<p><b>Applications of Artificial Intelligence to Selection and Job Analysis Contexts (Symposium - 197876)</b></p> <p>Location: Hyatt Grand Hall K</p> <p>Speakers: Joanna Zakzewski, Antonis Koutsoumpis, Christopher Huynh, Dongil (Marco) Jang, Dr. John D. Kammeyer-Mueller, Dr. Maria C. Lytell, Dr. Philseok Lee, Dr. Sean Robson, Grace Elizabeth Falgoust, Louis Hickman, Shea J. Fyffe, Zihao Jia</p>
2:00 PM - 2:50 PM	<p><b>Configuring Tomorrow's Teams: New Directions in Team Composition Research (Symposium - 198392)</b></p> <p>Location: Hyatt Grand Hall L</p> <p>Speakers: Emily Gerkin, Andrea C. Farro, Arianna Addis, Dale E. Watson, Dan Manh Nguyen, Dr. Amanda L. Thayer, Dr. Dorothy R. Carter, Dr. Jessica L. Wildman, Dr. Lauren D'Innocenzo, Joshua D Miller, Joshua Pearman, Kendall Carmody, Kyle Emich, Meredith Carroll, Michael R. Kukenberger, Mohammed Akib, Professor Nathan T. Carter, Sarah Turner</p>
2:00 PM - 2:50 PM	<p><b>Examining Pieces of the Humble Leadership Pie (Symposium - 198307)</b></p> <p>Location: Hyatt Grand Hall MN</p> <p>Speakers: Jessica W. McDuffie, Dr. Avraham N. Kluger, Dr. Georgi P. Yankov, Dr. Guy Itzhakov, Dr. Irina Cojuharenco, Dr. Kevin S. Mitchell, Joy Pawirosetiko, Michal Lehmann, Mrs. Rosey L. Rhyne, Nadine Tresa Maliakkal, Rebecca Nicole Pool</p>
2:00 PM - 2:50 PM	<p><b>Candidate Experience and AI-Based Assessments: What We Know and Where to Go (Panel Discussion - 197615)</b></p> <p>Location: Swissotel Montreux 1</p> <p>Speakers: Manuel F. Gonzalez, Dr. Markus Langer, Ethan Rothstein, Karim Badr, Nino Sziedell</p>
2:00 PM - 2:50 PM	<p><b>Poster Sessions</b></p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <div> <p><b>Diversity Washing: Diverse Representation Speaks Louder Than Words (Poster - 196723)</b></p> <p>2:00 PM - 2:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Ebenezer Edema-Sillo, Denise L. Reyes, Ph.D., Dr. Isaac E. Sabat, Manuela Santos, Nandini Mehta</p> <p><b>A Multilevel Review of Enhancing and Inhibiting Factors for Women's Success in STEM (Poster - 197035)</b></p> <p>2:00 PM - 2:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Oyin Sodiya, Dr. David F. Arena, Jr.</p> <p><b>Diversity-Valuing Behavior: Self–Observer Convergence and Uniqueness (Poster - 197100)</b></p> <p>2:00 PM - 2:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Hannah Park, Dr. Nichelle C. Carpenter</p> <p><b>Examining 10-Year Trends in a Federal Government Agency Across Demographic Groups (Poster - 197209)</b></p> <p>2:00 PM - 2:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Maria Elena De la Flor Musso, Cheryl Wyrick, Renata Urbina De la Flor, Scott K. Burtnick</p> <p><b>The All-In@Work DEIA Survey: A People First Approach to Assessing DEIA at Work (Poster - 197210)</b></p> <p>2:00 PM - 2:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Allyson D. Pagan, Elizabeth Steinhauser</p> <p><b>Personalized Leaders and Follower Ethics: Moral Disengagement as a Mediator (Poster - 197216)</b></p> <p>2:00 PM - 2:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speakers: Joseph W. Stewart, Cecelia Gordon, Dr. Shane Connelly</p> <p><b>Exploring Subordinate Perceptions of Leader EI and Inclusive Leadership (Poster - 197224)</b></p> <p>2:00 PM - 2:50 PM</p> <p>Location: Hyatt - Riverside Exhibit Hall</p> <p>Speaker: Molly Forgang</p> </div>

**A Model of Gender, Family to Work Conflict Bias, and Supervisor Ostracism (Poster - 197226)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Gary A. Adams, Dr. Christian N. Thoroughgood, Dr. Jennica R. Webster

**Leading During COVID-19: Collective Regulatory Focus and Financial Performance Growth (Poster - 197259)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: David Glerum, Dr. Russell E. Johnson, Mr. Henry R. Young

**Microsteps to Transformational Leadership: Empowering via Implicit Leader Prototypes (Poster - 197309)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Fadel Matta, Charles W. Bennion, Cory Eisenhard, Emma L. Frank

**What's in it for Me? Followership Expectations Based on Humility, Level, and Sex (Poster - 197329)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mariana Garcia, Ari Hymowitz, Dr. Kevin Nolan, Dr. Terri Shapiro, Jamie Forman

**Millennial Employees: An Entitled Generation Seen by Managers? (Poster - 197370)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Professor Xu Huang, Dr. Erica Xu, Fuli Li, Ms. Leni Chen

**A Critical Examination of Personality Assessment Fairness (Poster - 197533)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kim Torres, Dr. Alise Dabdoub, Ph.D.

**Job Search Crafting in STEM: The Roles of Diversity Climate and Financial Stress (Poster - 197551)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Yisheng Peng, Chelsea Nicole Riccardi, Claire Seo, Dr. Xinyu Hu, Julie Wu

**Is Inclusive Leadership a Gendered Leadership Style? (Poster - 197567)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Angelica Leon, Dr. Elissa L. Perry

**Job Applicant Reactions to Being Othered on Demographic Forms (Poster - 197654)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Seth Osborn, Dr. Bradley J. Brummel

**Social Class Blocks Mobility: How Do Socioeconomic Origins Influence Entrepreneurship (Poster - 197679)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Yuchuan Liu, Meiling Huang, Yipeng Shao, Zhengqing Chen

**Workplace Social Pain Minimization Mediates Discrimination's Effect on Burnout (Poster - 197754)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kyle L. Benbow, Jonathan Kunstman

**Religion and DEI: Helping and Hurting Behaviors and Attitudes of Christian Employees (Poster - 197760)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ari Hymowitz, Dr. Nicholas P. Salter, Dr. Terri Shapiro, Emily Martinez-Lares, Jamie Forman, Mariana Garcia

**Factors Related to Bystander Intervention Against LGBTQ Mistreatment at Work (Poster - 197762)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Gustavo Antonio Ugueto-Rey, Dr. Joelle D. Elicker

**Navigating the Funny Business: How Authenticity Addresses the Humor-Gender Paradox (Poster - 197787)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nagapriya Vaidyanathan, Dr. Jonathan C. Ziegert

**How Occupational Stigma and Unit Racioethnic Diversity Affect Police Officers (Poster - 197881)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Lindsay LePage, Dr. Derek R. Avery

**Divergent Outcomes and Common Desire: No Sex Differences in Job Attribute Preferences (Poster - 197945)**

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Carter Vespi, Mable Eliana Clark

**Trans and Nonbinary Employees' Reactions to Coworkers who Share Pronouns (Poster - 198004)**



	<p>2:00 PM - 2:50 PM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Kristen Jaramillo, Dr. Isaac E. Sabat, Evan Nault, Hanan Guzman, Toni Kostecki</p> <p><b>Coping With Social Undermining in Socialization (Poster - 198050)</b></p> <p>2:00 PM - 2:50 PM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Zhang Xiaolong, Brina Gendhar, Dr. Ann Marie Ryan, Jordan Elizabeth Holmes, Josee Marie Alanis, Juli Liebler</p> <p><b>Neurodiversity Unleashed: Tapping Into Hidden Talent (Poster - 198061)</b></p> <p>2:00 PM - 2:50 PM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Ms. Lida Priscila Ponce, Dr. Nicholas Aaron Moon, Jessie Cannon, Benjamin Bradshaw, Dr. Lauren Kuykendall</p> <p><b>Applying Construal Level Theory to Storytelling for Diversity Training (Poster - 198098)</b></p> <p>2:00 PM - 2:50 PM  Location: Hyatt - Riverside Exhibit Hall  Speaker: Caitlin Q. Briggs</p> <p><b>An Examination of Prescriptive Stereotypes of East Asians and Whites (Poster - 198181)</b></p> <p>2:00 PM - 2:50 PM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Ms. Hong Yu, Dr. Caryn J. Block</p> <p><b>Voice-Activated Technology in Hiring and Accommodations for People who Stutter (Poster - 198197)</b></p> <p>2:00 PM - 2:50 PM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Joie Magalona, Caryn Herring, Dr. Ann Marie Ryan, Hope Gerlach-Houck, J. Scott Yaruss</p> <p><b>The Influence of DEI Perceptions on Employee Referrals (Poster - 198198)</b></p> <p>2:00 PM - 2:50 PM  Location: Hyatt - Riverside Exhibit Hall  Speaker: Santiago Alphonso Bueno, IV</p> <p><b>How Diversity Policies Shape Team Performance (Poster - 198317)</b></p> <p>2:00 PM - 2:50 PM  Location: Hyatt - Riverside Exhibit Hall  Speakers: Julia Maria Grgic, Dr. Meir Shemla, Francesca Manzi</p>
<b>2:00 PM - 2:50 PM</b>	<p><b>Delving Into Dual Earners: Romantic Partners in Work–Family Research (Symposium - 197940)</b></p> <p>Location: Swissotel Vevey 1/2  Speakers: Claire Elizabeth Smith, Aashna Matty Waiwood, Dr. Candice L. Thomas, Dr. Chu-Hsiang (Daisy) Chang, Dr. Cort W. Rudolph, Dr. Erin Eatough, Kimberly French, Dr. Kristen M. Shockley, Dr. Rachel Sisu Rauvola, Dr. Stephanie A. Andel, Dr. Tammy D. Allen, Elizabeth Minei, Haley Cobb, Jenna Van Fossen, Joseph Regina, Kristen Salomon, Kristyn Lukjan, Lauren Moran, Madeline L. Billeaud, Skylar Oney, Varol Kayhan, Zheng Chen</p>
<b>2:00 PM - 2:50 PM</b>	<p><b>Revisiting Gender Disparities in OCBs: Bridging Research and Practitioner Insights (Alternative Presentation - 198385)</b></p> <p>Location: Swissotel Vevey 3/4  Speakers: Deidre Hall, Dr. Diane M. Bergeron, Dr. Kimberly S. Nei, Dr. Rose Fonseca, Jill Louise Pearson, Kylie Rochford, Lauren D. Murphy, Nadine Tresa Maliakkal, Zayna Hustoft</p>
<b>2:00 PM - 2:50 PM</b>	<p><b>Harnessing Large Language Models in I-O Psychology: A Revolution in HR Offerings (Panel Discussion - 197181)</b></p> <p>Location: Swissotel Zurich AB  Speakers: Leann Schneider, Caribay Garcia Marquez, Benjamin Granger, Dr. Steven T. Hunt, Kathleen Anne Preddy</p>
<b>2:00 PM - 2:50 PM</b>	<p><b>Simplify to Illuminate: How to IGNITE! Your Next I-O Elevator Pitch (Ignite - 198679)</b></p> <p>Location: Swissotel Zurich C  Speakers: Ms. Sarah N. Layman, Dr. Emilee B. Tison, Dr. Lisa Grant Harpe, Dr. Scott B. Morris, Elizabeth Bradley, Ms. Amanda R. Bowman, Ms. Claire E. Vincent, Tara Myers</p>
<b>2:00 PM - 2:50 PM</b>	<p><b>Signaling Through the AI Smoke: Deciphering Applicants in the LLM Labyrinth (Panel Discussion - 197927)</b></p> <p>Location: Swissotel Zurich D  Speakers: Megan Manels-Murphy, Claudia Nuttgens, Dr. Jeffrey D. Fecteau, Dr. Matthew S. Christensen, Nicolas Roulin, Dr. Patrick D. Dunlop, Zhuo Li</p>
<b>2:00 PM - 2:50 PM</b>	<p><b>Improving Selection and Reducing Adverse Impact Through Predictive Success Modeling (Symposium - 197807)</b></p> <p>Location: Swissotel Zurich EF  Speakers: Dr. Carl R. Persing, Andrew Deregla, Dr. Katie M. Gunther, Dr. Montana R. Drake, Dr. Thomas R. Carretta, Mr. Michael Ingerick, Ms. Bobbie A. Dirr, Oren R. Shewach, Reese Butterfuss</p>

**2:00 PM - 2:50 PM**

**COL: Hot Takes on the Future of DEI According to I-O, Legal, and Business Experts (Community of Interest - 199553)**

Location: Swissotel Zurich G

Speakers: Dr. Aditi Rabindra Sachdev, Chase Winterberg, J.D., Ph.D., Chris Steadley, Dr. Annalyn Jacob, Dr. Victoria P. Mattingly

**3:00 PM - 3:50 PM**

**It's Time to Update Your Prior Beliefs: Bayesian Benefits for Organizational Analysis (Ignite - 197043)**

Location: Hyatt Ballroom A

Speakers: Karyssa Courey, Brittany Ikner, Chen Tang, Dr. Isaac Benjamin Thompson, Feng Guo, Johnathan Malcolm Traylor, Theodore L. Hayes

**3:00 PM - 3:50 PM**

**Supporting the Next Generation: Graduate Students' Role in Science Communication (Panel Discussion - 197579)**

Location: Hyatt Ballroom B

Speakers: David B. Facticeau, Dr. Alison C. Mallard, Dr. Kelly A. Cave, Dr. Madison E. Hanscom, Dr. Rebecca Brossoit

**3:00 PM - 3:50 PM**

**New Ways to Think About Wellness (Panel Discussion - 197232)**

Location: Hyatt Ballroom EF

Speakers: Dr. Romella J. El Kharzazi, Anupa Geevarghese, Dennis P. Stolle, Dr. Anna Tavis, Dr. Matthew P. Trafican

**3:00 PM - 3:50 PM**

**Sensors and Wearable Technology: The Good, the Bad, and the Not Quite There (Panel Discussion - 197780)**

Location: Hyatt Ballroom N CD

Speakers: Dr. Katherine E. Ciarlante, Alexxa Bessey, Dr. Kara L. Orvis, Dr. Steve W.J. Kozlowski, Dr. Suzanne T. Bell, Karen Quigley, Matthew Robison

**3:00 PM - 3:50 PM**

**Optimizing People Analytics: Partnering for Impact (Panel Discussion - 197883)**

Location: Hyatt Ballroom S CD

Speakers: Mr. Michael Durando, Dr. Trevor N. Fry, Nicole Herk, Samantha A. Nesnidol, Ph.D.

**3:00 PM - 3:50 PM**

**Measurement, Causes, and Consequences of Job Boredom (Symposium - 197464)**

Location: Hyatt Grand Hall H

Speakers: Dr. Nathan A. Bowling, Cole Brandon Treadaway, Seth Kaplan, Dr. Steve M. Jex, Isabelle Couvillion, JeongJin Kim, Jonah Richardson, Jordan Everett, Junyoung Apt Hong, Kenzie Dye, Lilah Donnelly, Mitchell Alex Eid

**3:00 PM - 3:50 PM**

**Looking Under the Hood 3.0: Tuning Up Practitioner Relationships in the AI Era (Panel Discussion - 198420)**

Location: Hyatt Grand Hall I

Speakers: Dr. Amy Powell Yost, Dr. Julia Bayless, Dr. Michael S. Fetzer, Jone Papinchock, Michelle Duncan, Mr. Andrew L. Solomonson, Mr. Michael J. Hudy

**3:00 PM - 3:50 PM**

**Unproctored Internet Test Security: Are I-Os Behind the Curve? (Panel Discussion - 197597)**

Location: Hyatt Grand Hall J

Speakers: Dr. Allison N. Besl, Dr. Dan V. Simonet, Dr. Gregory M. Hurtz, Dr. Robbie C. Brusso, John A. Weiner, Kama D. Dodge, Nathan Thompson, William Luke Camden

**3:00 PM - 3:50 PM**

**Healing Healthcare: Understanding and Facilitating Engagement and Development (Ignite - 198749)**

Location: Hyatt Grand Hall K

Speakers: Alison E. Carr, Allison Bachmann, Dr. Aimee K. Gardner, Dr. Charmane Harrison, Dr. Dennis Doverspike, Lotte Dyrbe, M.D., MHPE, Madison Schaefer, Natalie Schwatka

**3:00 PM - 3:50 PM**

**Navigating Coaching Tensions for Coaches of Color (Panel Discussion - 198203)**

Location: Hyatt Grand Hall L

Speakers: Dr. Helen H. Chung, Anaid Northcraft, Lisa Ishihara, Melissa-Ann Chung, Lagunas, Mesaley A. Alemseged, Mr. Ryan Y. Samia, Rugaya Kamaleldin Ibrahim, Sana Lall-Traïl

**3:00 PM - 3:50 PM**

**Seen but Not Heard? Amplifying the Voice of Frontline Workers (Ignite - 197725)**

Location: Hyatt Grand Hall MN

Speakers: Danielle Elizabeth Wilson, Dr. Melinda J. Moye, Matt Schenk-Turner, Megan Wertheimer, Mr. Steven Bentz, Ms. Cassandra E. Colton, Ms. Danielle Wittorp

**3:00 PM - 3:50 PM**

**What Does Research Look Like in Academia and Industry? (Panel Discussion - 198359)**

Location: Swissotel Montreux 1

Speakers: Ms. Ashita Goswami, Catherine Rodriguez, Dr. Elliott C. Larson, Kalifa Oliver, Dr. Patrick T. Coyle, Lei Shirase, Rengin Firat

**3:00 PM - 3:50 PM**

**Unsticking Situations: Exploring Nontraditional Perspectives and Applications of SJTs (Alternative Presentation - 198820)**

Location: Swissotel Vevey 1/2

Speakers: Dr. Maureen E. McCusker, Dr. Lauren A. Lanzo, Dr. Neil M.A. Hauenstein, Munira Ajmal, Rusty Wilson

**3:00 PM - 3:50 PM**

**Incorporating Inclusion in Research: Innovative Practices From the Field (Panel Discussion - 198743)**

Location: Swissotel Vevey 3/4

Speakers: Dr. Dordaneh Rachel Baghelai, Kristin Allen, Dr. Meisha-Ann Martin, Duoc V. Nguyen, Ph.D., Mary Hunter

**3:00 PM - 3:50 PM**

**Demystifying Request for Proposals (RFPs): From Development to Successful Bidding (Panel Discussion - 197555)**

Location: Swissotel Zurich AB

Speakers: Annika Lia Benson, Caleb Morfit, Dr. Andrea Valentine, Erin Maureen Lazarus, Jennifer Cavanaugh

**3:00 PM - 3:50 PM**

**More Than Its Sum: Workplace Experiences of People With Intersectional Identities (Symposium - 198323)**

Location: Swissotel Zurich C

Speakers: Arturia T. Melson-Silimon, Candalyn B Rade, Chelsi F. Campbell, Dr. Lillian T. Eby, Dr. Neal Outland, Janika Koelblin, Jenna Ellen-Marie McChesney, Jocelyn Grayce Anker, Lori L. Foster, Nina Carmichael-Tanaka

**3:00 PM - 3:50 PM**

**Beyond Grants and Pub Cycles: Applied Career Paths for Academic I-O Psychologists (Panel Discussion - 198221)**

Location: Swissotel Zurich D

Speakers: Mr. Long H. Nguyen, Dr. Elora Voyles, Kyle Page, Dr. Rebecca J. Thompson

**3:00 PM - 3:50 PM**

**I Want to Lead, But I'm Not Getting the Development I Need: Advancing Women Leaders (Panel Discussion - 197205)**

Location: Swissotel Zurich EF

Speakers: Lauren Zervos, Alexandria Redmond, Kelly E. Levin, Mounica Reddy, President + Co-Founder Stefanie A. Mockler, Ph.D., Unnati Gupta

**4:00 PM - 5:00 PM**

**Closing Event (Special Event)**



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## Friday Seminars



### Welcome from DaHee Shon, SIOP Friday Seminars Chair!

The annual SIOP Friday Seminars provide attendees with an opportunity to dive into the latest I-O psychology topics and learn from scholars and practitioners in our field. Participants will be able to interact not only with the presenters but also with other attendees. Each Friday Seminar is 3 hours in length and most of them offer continuing education credits. Registration for each seminar is limited to 50 people to facilitate intimate, small-group discussions.

Thank you to the 2023-2024 Friday Seminar Committee:

#### Chair: DaHee Shon, Meta

- Raquel Asencio, Block, Inc.
- Sarena Bhatia, Spencer Stuart
- James De Leon, Worcester Polytechnic Institute
- Timothy Lisk, Meta
- Alex Munc, City Storage System
- Aspen Robinson, Accenture

### Questions?

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### ▾ Friday Seminar 1: AI Coaching: Navigating the Opportunities, Uses, and Perils

#### Date & Time:

Friday, April 19, 2024  
8:30-11:30 AM Central  
In-Person

#### Presenters:

- Dr. Larry W. Norton, PhD, Principal, GeNovo Consulting, LLC
- Dr. Joanie B. Connell, PhD, President, Flexible Work Solutions, Inc.
- Dr. Rodney L. Lowman, PhD, ABAP, President, Lowman & Richardson Consulting

Questions? Contact the Program Coordinator: [Raquel Asencio](#), Block, Inc.

#### Intended Audience:

Intermediate. Business coaching experience and some familiarity with artificial intelligence and machine learning concepts are

helpful, but neither is required.

## Abstract:

Artificial intelligence (AI) based coaching is expanding rapidly. This interactive symposium offers emerging evidence and informed discussion surrounding what we know from the research to date, how AI coaching is applied, its technology basis, ethical dilemmas, and how AI coaching can be implemented responsibly and ethically in organizations and professional practice.

## Description:

The growing presence of generative artificial intelligence (AI) in the workplace and beyond increasingly impacts many I-O psychologists' work domains. One of these domains concerns the use of AI in leadership coaching. Although research is emerging, application and professional practice are racing ahead, leaving I-O psychologists with scant guidance as much remains to be explored about how, under what conditions, and with what consequences AI coaching manifests itself. We aim to offer emerging evidence and informed discussion surrounding what we know from the research to date, professional practice topics covering how AI coaching is applied, its technology basis, the ethical dilemmas, and how AI coaching can be implemented responsibly and ethically in organizations and practice. Participants will leave with a comprehensive and informed understanding of the current state of AI-powered coaching.

## Learning Objectives:

After attending this program, participants will be able to:

1. List three ways in which AI coaching is used in talent management practices in organizations.
2. Identify three features of the AI "black box."
3. Cite two empirical findings from the research on the effectiveness of AI coaching.
4. Identify three ethical concerns with the use of AI coaching.
5. Cite two organizational-level governance factors important to consider when implementing AI coaching in an organization.

## Presenter Biographies:



### **Larry W. Norton, PhD, Principal, GeNovo Consulting LLC**

#### **Background:**

Norton is an organizational development consultant. He also has a faculty appointment as clinical professor at The University of Texas at Dallas Jindal School of Management. He works in large-scale organizational assessment and change, team interventions, talent management, assessment, and coaching. He has coauthored a manuscript on AI issues in psychology, currently under peer review; has edited and published peer-reviewed work on business strategy; and has presented on AI-related topics at conferences, some as an invited speaker. He is trained in I-O and social psychology and is a Fellow of the American Psychological Association and past president of APA Division 13 (Consulting).

#### **Education:**

- PhD, I-O and Social Psychology, Texas Tech University
- MS, Counseling Psychology, California State University-San Bernardino



### **Joanie B. Connell, PhD, President, Flexible Work Solutions, Inc.**

#### **Background:**

Connell is an organizational consultant who specializes in consulting on how technology affects human interactions at work. She has taught organizational psychology courses at the Rady School of Management at the University of California San Diego and the California School of Professional Psychology at Alliant International University. She is the author of two books, including *Consulting to Technical Leaders, Teams, and Organizations: Building Leadership in STEM Environments*, and has written a number of peer-reviewed journal articles. She currently serves on the board of the Society for Consulting Psychology (APA Division 13) and is a Fellow of the American Psychological Association.

#### **Education:**

- PhD, Psychology, University of California, Berkeley
- BA, Engineering Studies, Harvard University



### **Rodney L. Lowman, PhD, ABAP, President, Lowman & Richardson/Consulting Psychologists, PC, and Visiting Professor, Dept. of Industrial Psychology and People Management, and Distinguished Professor Emeritus, Organizational Psychology Programs, CSPP, Alliant International University, San Diego**

#### **Background:**

Lowman is the author/editor of 24 books and monographs, and over 130 peer-reviewed articles and chapters. He also edits the "Fundamentals of Consulting Psychology" book series for the American Psychological Association (APA), which currently includes 11 books. He has focused especially on professional ethics and individual differences in career choice/development. He is Fellow of seven divisions of the American Psychological Association, 1 (Interdisciplinary), 10 (Creativity), 12, (Clinical) 13 (Consulting), 14 (I-O), 17 (Counseling), and 52 (International). His most recent book is *Career Assessment: Integrating Interests, Abilities, and Personality*.

#### **Education:**

- PhD, I-O and Clinical Psychology, Michigan State University
- MA, I-O and Clinical Psychology, Michigan State University





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▸ Friday Seminar 1: AI Coaching: Navigating the Opportunities, Uses, and Perils

▾ Friday Seminar 2: Python Fundamentals-Data Manipulation, Data Visualization, Machine Learning, and More!

#### Date & Time:

Friday, April 19, 2024  
8:30-11:30 AM  
In-Person

#### Presenters:

- Dr. Yizhen Egyn Zhu, PhD, Machine Learning Applied Scientist, Amazon
- Dr. Joe Meyer, PhD, Senior AI/ML Applied Scientist, Generative AI, SAP

Questions? Contact the Program Coordinator: [Alex Munc](#), City Storage System

## Intended Audience:

Introductory: Little knowledge of the basic concepts covered in this learning program. Intended for someone new to the area with little to no background experience in the content area.

## Abstract:

Have you been curious about learning Python fundamentals? This hands-on workshop empowers participants with vital Python skills, covering function and loop construction, data manipulation using Pandas, insightful data visualization techniques, understanding the basic data structure and object-oriented programming (OOP) principles, along with practical application of machine learning models via ScikitLearn and Hugging Face, culminating in a synthesized class project.

## Description:

This workshop is all about making you skilled with Python, one of the most important programming languages for data analysis and machine learning. We have divided the workshop into sections that will take you through creating loops and functions, manipulating data with Pandas, and visualizing data. We will also delve into the basics of organizing data and give you a peek into object-oriented programming. You will get your hands dirty with real machine learning applications using popular libraries like ScikitLearn and Hugging Face. For professionals in I-O psychology, this isn't just coding—it's about making smarter, data-driven decisions that can influence organizational outcomes and enhance talent management. You will not only learn but also apply these skills to a final project. The skills learned here are not just theoretical but are immediately applicable in your day-to-day work, aiding in better analysis, decision making, and predictive modeling in organizational settings. This workshop enables you to become savvy with data in Python and to tackle real-world challenges with confidence and skills.

## Learning Objectives:

After attending this program, participants will be able to:

1. Describe how to build functions and loops with Python using conditions (e.g., "if then," "while," "try," "except," etc.).
2. Manipulate data using the Pandas library including merging, dropping duplicates, and other forms of data manipulation.
3. Create effective data visualizations (e.g., bar charts, line plots, scatter plots).
4. Explain the basics of Python in terms of data structures (e.g., list, set, dictionary) and object-oriented programming.
5. Fit and evaluate basic machine learning models (e.g., regularized regression, decision tree) using the ScikitLearn library.

## Presenter Biographies:



### Yizhen Egyn Zhu, PhD, Machine Learning Applied Scientist, Amazon

#### Background:

Zhu specializing in the intersection of machine learning and natural language processing with human behavior. She applies cutting-edge technology to improve and streamline hiring processes. In 2023, Zhu led one of the top four participating teams in the SIOP Machine Learning Competition, acknowledging her work in effectively predicting candidate competencies from text. Committed to creating fair artificial intelligence, Zhu is also enthusiastic about merging best I-O practices with machine learning to minimize biases and promote diversity in the workforce. Zhu has extensive experience in coding languages, such as R, Python, Java, and C. She passionately dedicates some of her free time to teaching I-O students programming fundamentals.

#### Education:

- PhD, I-O Psychology, North Carolina State University
- BS, Psychology and Mathematics, Davidson College
- Visiting Student in Mathematics, University of Oxford



### Joe Meyer, PhD, Senior AI/ML Applied Scientist, Generative AI at SAP

#### Background:

Meyer teaches a course on natural language processing for the University of California Santa Cruz, Silicon Valley. Previously he was a senior natural language processing researcher at Erudit; a research scientist at Meta, and an I-O Data Science intern at Modern Hire.

#### Education:

- PhD, I-O Psychology, Louisiana Tech University
- BA, Psychology, Allegheny Collect

- › Friday Seminar 3: Unlocking Excellence—Navigating Employee Experience Measurement and Transformation
  - › Friday Seminar 4: Doing More With Less With Your Talent Agenda
  - › Friday Seminar 5: Build Up Your Business Acumen
  - › Friday Seminar 6: Path to Product
-



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- Friday Seminar 1: AI Coaching: Navigating the Opportunities, Uses, and Perils
- Friday Seminar 2: Python Fundamentals-Data Manipulation, Data Visualization, Machine Learning, and More!
- ▾ Friday Seminar 3: Unlocking Excellence—Navigating Employee Experience Measurement and Transformation

#### Date & Time:

Friday, April 19, 2024  
8:30-11:30 AM Central  
In-Person

#### Presenters:

- Dr. Anna Hulett, PhD, XM Scientist, Qualtrics
- Dr. Jeff Jolton, PhD, Global Managing Director, Research and Insights, Kincentric



## Intended Audience:

Intermediate: Participants should have a baseline understanding of topics, such as the business value of measuring the employee experience and survey design principles.

## Abstract:

This workshop delves into successful employee experience (EX) measurement and using results for organizational transformation. Gain insights into direct and indirect methods that align EX with business strategies. From surveys to actionable insights, this workshop equips practitioners with tools, practices, and resources to translate EX into overall organizational success.

## Description:

An interactive workshop designed to equip participants with advanced proficiency in the measurement and transformation of employee experience (EX). The session will explain the pivotal role of EX in organizational success, and attendees will learn how to align it with business strategies. Will explore innovative direct and nondirect approaches to measurement to enhance EX assessment. An emphasis will be made on translating measurement results into tangible actions, fostering a culture of EX excellence from top leadership down to team managers. The workshop also will discuss assessing return on investment (ROI) for EX transformation efforts, ensuring leadership support for ongoing efforts. Practical exercises and case studies will guide the creation of purpose-driven EX measures and driving change.

## Learning Objectives:

After attending this program, participants will be able to:

1. Describe what employee experience (EX) is and why it is critical to organizational success.
2. Define employee experience (EX) and its relevance to business strategy and success.
3. Design an EX survey that ties to strategy and translating results into tangible actions across all levels of the organization.
4. Explore two indirect measures of EX to augment surveys results and insights.
5. Establish ROI of EX transformation efforts.

## Presenter Biographies:



### **Anna L. Hulett, PhD, Experience Management (XM) Scientist, Qualtrics**

#### **Background:**

Hulett has more than 10 years of experience leveraging data-driven insights to understand the interdependencies between business strategy and the employee experience, ultimately empowering clients across industries and organizational contexts to build a better workplace. In her role at Qualtrics, Hulett's expertise in employee listening design and analytics, paired with her experience in strategic human capital management, allows her to provide comprehensive employee experience solutions across the employee lifecycle. Hulett recently completed her term as chair of the SIOP Salary Survey Committee. She regularly presents at the annual SIOP conference and has been published in multiple peer reviewed journals. Previously, Anna was a consultant at Booz Allen Hamilton and an applied psychologist at several *Fortune* 500 companies, including UPS and Johnson & Johnson.

#### **Education:**

- PhD, I-O Psychology, University of Georgia
- MS, I-O Psychology, University of Georgia



### **Jeff Jolton, PhD, Global Managing Director, Research and Insights, Kincentric and SIOP Fellow**

#### **Background:**

At Kincentric, Jolton leads thought leadership and applied research efforts. He has partnered with numerous *Fortune* 500 companies, guiding them in creating, executing, and driving change through their employee listening programs. He has recently redesigned Kincentric's employee experience framework, focusing on the value of consistency of experience on business performance. Before joining Kincentric, Jolton served as the managing director in PwC's People Analytics practice and held the role of global consulting leader for Kenexa. In both roles he focused on employee surveys, talent architecture, leader development and organizational transformation. He is recognized as a SIOP Fellow. Jolton's contributions extend beyond the boardroom, with more than 100 publications and conference presentations to his name.

#### **Education:**

- PhD, I-O Psychology, Ohio University
- BA, Psychology, Lawrence University



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## Friday Seminars



### Welcome from DaHee Shon, SIOP Friday Seminars Chair!

The annual SIOP Friday Seminars provide attendees with an opportunity to dive into the latest I-O psychology topics and learn from scholars and practitioners in our field. Participants will be able to interact not only with the presenters but also with other attendees. Each Friday Seminar is 3 hours in length and most of them offer continuing education credits. Registration for each seminar is limited to 50 people to facilitate intimate, small-group discussions.

Thank you to the 2023-2024 Friday Seminar Committee:

#### Chair: DaHee Shon, Meta

- Raquel Asencio, Block, Inc.
- Sarena Bhatia, Spencer Stuart
- James De Leon, Worcester Polytechnic Institute
- Timothy Lisk, Meta
- Alex Munc, City Storage System
- Aspen Robinson, Accenture

### Questions?

- About the seminar content and presenters, contact the program coordinator identified for each Friday Seminar.
- About registration and fees, contact [SIOP](#).
- About continuing education, please visit the [Continuing Education page](#).

- Friday Seminar 1: AI Coaching: Navigating the Opportunities, Uses, and Perils
- Friday Seminar 2: Python Fundamentals-Data Manipulation, Data Visualization, Machine Learning, and More!
- Friday Seminar 3: Unlocking Excellence—Navigating Employee Experience Measurement and Transformation
- ▾ Friday Seminar 4: Doing More With Less With Your Talent Agenda

#### Date & Time:

Friday, April 19, 2024  
2:00-5:00 PM Central  
In-Person

#### Presenters:

- Dr. James Scrivani, PhD, Global Head of Assessment and Development, Novartis
- Laura Braley, Director of Talent and Performance Management, Ahold Delhaize

Questions? Contact the Program Coordinator: [Sarena Bhatia](#), Spencer Stuart

### Intended Audience:

Intermediate. This session will be geared for practitioners who are implementing talent goals in an organization with limited resources. Participants should understand implementing I-O practices, navigating organizational stakeholders, effective communication, and influence so they can understand how approaches chosen needs to be different in lean times. Participants also will spend significant time in the session working through a case study of their own which will require real-world context.

### Abstract:

Are you a practitioner working with a lean team and/or budget but aiming to drive a strong talent agenda? This session will feature lessons learned from highly experienced practitioners, the chance to connect with colleagues with similar challenges, and the opportunity to work through a current challenge you are facing.

### Description:

This session will be geared at practitioners implementing talent agendas in organizations where they have a small team and few resources but still need to make a sizeable impact on the population through talent interventions. The topic of doing more with less during lean times is especially relevant to SIOP members during the uncertain economic environment when company budgets are limited. After this session, participants will have a better idea of how to prioritize their talent agenda to meet the needs of critical populations, deliver key messages to the business and stay in constant contact with them, and influence internally to get support for their agenda. Participants will have the chance to hear live case studies from two experienced professionals and will also get to build on an action learning example from their own experiences. There is a focus on peer learning and exchange during the session as well.

### Learning Objectives:

After attending this program, participants will be able to:

1. Explain how to prioritize the talent agenda to focus on what matters to the organization and department in the short term, considering critical populations.
2. Apply up to two influence methods to get discretionary effort from others to be involved in talent work as needed.
3. Deliver a compelling message to organizational leaders on the purpose and value of talent practices.
4. Describe how to develop a relationship with key business partners to collect their needs and provide them with requested information on talent practices.
5. Describe how to apply up to three best practices to one's own situation to effectively address a lean talent scenario.

### Presenter Biographies:



**James Scrivani, PhD, Global Head of Assessment and Development, Novartis**

#### Background:

At Novartis, Scrivani oversees the talent assessment and development strategy for the enterprise. He has more than 20 years of talent management experience at *Fortune* 500 companies, including Apple, PepsiCo, and PwC. He specializes in talent management processes including talent assessment and selection, high-potential identification and development, succession planning, executive coaching, and 360 feedback. He previously served as an adjunct professor at Sacred Heart University and a special guest lecturer at Columbia University. He has recently coauthored articles for *Leadership Quarterly* and *Talent Quarterly*. Scrivani will leverage his decades of experience in designing and delivering assessment and development programs and processes to help highlight key learnings, lessons, and best practices.

#### Education:

- PhD, I-O Psychology, Alliant International University
- MA, Organizational Management, George Washington University



**Laura Braley, Director of Talent and Performance Management, Ahold Delhaize**

#### Background:

Ahold Delhaize is a global food retailer operating across 10 countries with approximately 420,000 associates. Braley began her career in Store Operations with Wegmans (a grocery chain based out of Rochester, NY). She worked for Wegmans and Shoprite for several years prior to joining The Giant Company, a brand of Ahold Delhaize. Having been with Ahold Delhaize for 23 years, Braley transitioned to Human Resources in 2002. She has held numerous roles across a variety of HR areas building her expertise. In her current role, she focuses on driving the talent strategy and tooling to support a complex international organization while making connections and supporting the many brands that comprise Ahold Delhaize.

#### Education:

- BA, Business Administration and Management, Westminster College





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- Friday Seminar 4: Doing More With Less With Your Talent Agenda
- ▾ Friday Seminar 5: Build Up Your Business Acumen

### Date & Time:

Friday, April 19, 2024  
2:00-5:00 PM Central  
In-Person

### Presenters:

•Dr. Christopher M. Castille, PhD, Gerald Gaston Distinguished Chair of Management and Co-Director, People Analytics Lab, Nicholls State University's College of Business Administration.

Questions? Contact the Program Coordinator: [James De Leon](#), Worcester Polytechnic Institute

### Intended Audience:

Introductory: Little knowledge of the basic concepts covered in this learning program. Intended for someone new to the area with little to no background experience in the content area.

### Abstract:

The workshop will introduce fundamental concepts from four business disciplines—strategy, marketing, operations, and finance—and emphasize two key areas: strategy and finance. Our goal is to improve participants' ability to diagnose business priorities and apply the I-O psychology evidence base to address these priorities.

### Description:

This workshop explores the intersection of organizational strategy, finance, and human resource interventions, emphasizing their implications for HR and industrial-organizational psychology. The first section delves into diagnosing an organization's strategy and HR management alignment, applying systems thinking to interventions, understanding opportunity costs via utility theory, and analyzing financial statements and capital costs. Tools for connecting interventions to financial outcomes, such as operating profit, are also discussed. The second section introduces the LAMP (Logic, Analytics, Measure, and Process) framework (e.g., learning, attrition, performance, and promotion metrics) to effectively communicate the value of interventions like staffing, training, and job crafting, thereby facilitating evidence-based management.

### Learning Objectives:

After attending this program, participants will be able to:

1. Apply up to three fundamentals of organizational strategy, operations, and finance.
2. Link interventions to financial outcomes on the income statement (e.g., operating profit)
3. Apply opportunity-cost interventions in the business setting.
4. Describe how to use the LAMP framework to communicate the value of interventions with operating executives and establish baseline measurements.

### Presenter Biographies:



**Christopher M. Castille, PhD, Gerald Gaston Distinguished Chair of Management and Co-Director, People Analytics Lab, Nicholls State University's College of Business Administration.**

#### Background:

Castille's research interests include open science and practice in I-O psychology, method variance, and personality at work. Prior to joining the faculty at Nicholls State University, he taught at Rutgers University and Villanova University. He has written book chapters, feature articles, and has published in many peer-reviewed journals. He is an ad hoc reviewer for the *Journal of Applied Psychology*, *Journal of Business and Psychology*, *Journal of Business Ethics*, *Journal of Managerial Psychology*, *Applied Psychological Measurement* journal, and *Personality and Individual Differences* journal, among others. He serves on the editorial board of the *Journal of Business & Psychology* and the *Journal of Managerial Psychology*. He is a frequent presenter at SIOP annual conferences and, in 2021, he co-organized the first ever SIOP/CARMA Open Science Virtual Summer Series. He is a member of SIOP's Open Science and Practice Committee. He is editor of the *TIP* column, titled "Opening Up," which receives entries on open science and practice as is pertinent to the study of I-O psychology.

#### Education:

- PhD, I-O Psychology, Louisiana Tech University
- MA, I-O Psychology, Louisiana Tech University
- BS, Psychology, Louisiana State University

► Friday Seminar 6: Path to Product

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- Friday Seminar 5: Build Up Your Business Acumen
- ▾ Friday Seminar 6: Path to Product

### Date & Time:

Friday, April 19, 2024  
2:00-5:00 PM Central  
In-Person



## Presenters:

- Carolyn Kalafut, MA, People Scientist, Microsoft Viva
- Dr. Matthew Mol, PhD, People Research Scientist, Meta

Questions? Contact the Program Coordinator: [Timothy C. Lisk](#), Meta

## Intended Audience:

Introductory: Little knowledge of the basic concepts covered in this learning program. Intended for someone new to the area with little to no background experience in the content area.

## Abstract:

Intro to product management for I-O psychologists. How to work effectively with internal and external engineering teams to automate, scale, and ship I-O interventions. Overview of agile software development methodology and ways of working.

## Description:

"Are I-Os still relevant?" has been a recurring theme at SIOP for years. This seminar will help you be more relevant. Software development is no longer tied to just tech companies—every organization these days works more closely with product partners, whether they are internal employees or external providers. The ability to influence the software development lifecycle to embed responsible and robust I-O principles in solutions is an important skill in a digital world.

## Learning Objectives:

After attending this program, participants will be able to:

1. Match product roles with up to three primary responsibilities.
2. Compare the similarities between product and I-O skill sets and describe their own transferable skill to product positions.
3. Identify pros and cons of two major software development methodologies and apply them appropriately to different scenarios.
4. Describe how to create useful problem statements from unstructured information, related to expanding capabilities of LLMs.
5. Identify situations where I-Os and product professionals can interface and how to improve the partnership.

## Presenter Biographies:



**Carolyn Kalafut, MA, Principal People Scientist, Viva People Science Team, Microsoft**

### Background:

Carolyn Kalafut, MA is a principal people scientist on the Viva People Science Team at Microsoft. She works directly with product teams to imbue the science of happiness and success at work into the products they develop. She has a passion for utilizing best practice and creativity to build meaningful solutions to complex problems, while always keeping the employee as the hero. Prior to her role on the Viva People Science Team, she was a consultant at Glint (part of LinkedIn/Microsoft), where she advised clients on the design and implementation of solutions that drive people success. Before joining Glint, Carolyn worked as the manager of Talent and Engagement at a global *Fortune* 500, with a focus on leading the reimagining of their global engagement practice, and she has consulted externally in the realm of leadership selection, assessment, and development for a variety of industries.

### Education:

- PhD Candidate, I-O Psychology, Roosevelt University
- MS, Counseling Psychology, California State University-San Bernardino



**Matt Mol, PhD, People Research Scientist, Applied People Science, Meta**

### Background:

At Meta, Mol's work focuses on developing foundational AI solutions in the skills space for downstream integration into internal people products. He enjoys blending I-O and DS to improve people systems, and "geeking" about Python. Mol got his PhD in Tulsa before attending Insights, a data science postdoctoral fellowship. After Insights, he worked at pymetrics, creating internal packages in R and Python to scale adverse impact, predictive validity, and job analysis studies, as well as leading the development of Talent Compass, a scaled custom performance appraisal system, and a work engagement scale. Subsequently, he worked on Nordstrom's people analytics team, where he led company-wide labor forecasting and attrition modeling, before taking his current role at Meta.

### Education:

- PhD, I-O Psychology, University of Tulsa
- MA, I-O Psychology, University of Tulsa
- BS, I-O Psychology, Colorado State University